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THESIS

DUAL CAREER FAMILIES WITHIN THE
COAST GUARD OFFICER CORPS

by

Harlan Henderson

September 1981

Thesis Advisor:

Richard McGonigal

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Dual Career Families within the
Coast Guard Officer Corps

by

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Lieutenant, United States Coast Guard
B.S., U.S. Coast Guard Academy, 1975

Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF SCIENCE IN MANAGEMENT

from the

NAVAL POSTGRADUATE SCHOOL
September 1981

ABSTRACT

Dual career couples are studied and compared with single and dual income families within the Coast Guard officer corps. The purpose of the thesis is to determine the percent of officers in each category and then examine differences among the three lifestyles.

It was found that 24.2 percent of the respondents had dual career families compared to 21.1 percent of dual income and 54.7 percent for single income. Significant differences among the three lifestyles were found in the total and planned number of children, the appropriate age of children for the spouse to resume employment, spouse's level of education and how they felt about detailers considering the spouse's employment when determining assignments. Transfers were the biggest problem that dual career families had to cope with. It is concluded that the Coast Guard is doing a good job of managing its personnel based on the high degree of career satisfaction and the number of people who plan on a full 20 year career.

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I. INTRODUCTION

A. OBJECTIVE

The lifestyles of personnel in this society, both civilian and military, are undergoing constant changes. Outdated and inflexible personnel policies within the services could result in retention problems and subsequently higher recruiting and training costs.

Perhaps the most significant change in recent years is the emergence of the dual career family. It is important that the Coast Guard recognize this change and formulate its personnel policies to relieve some of the problems, where possible, created by this lifestyle.

Thus, the objective of this thesis is to first determine through the use of a questionnaire, the number of dual income/career families within the Coast Guard officer corps (O-1 to O-6). Then, based on this information, examine differences among single income, dual income and dual career families.

Areas of interest include:

- Career satisfaction of the military member (including spouse's attitude towards the Coast Guard as a career),

- Career intentions of the military member,

- Children issues,

- Education level of the spouse, and

- Satisfaction with the quality of life in the Coast Guard.

Also differences between dual income and dual career are examined using the preceding variables as well as the following:

Why both spouses work, and
Areas of possible conflict.

Finally, the following policy areas are examined:

Should detailers consider the member's spouse's career when determining assignments?

Should joint spouses be assigned to the same ship?

Should joint spouses be assigned to the same office or unit?

B. DEFINITIONS

The following terms are used extensively throughout this study:

Dual income - any sequence of jobs without career intentions.

Dual career - more than a sequence of jobs. Both spouses have prepared themselves with special skills, have a commitment to that line of work and have some future plans for development of their careers.

Joint spouses - two military members married to each other with or without career intentions.

The first two definitions are purposefully ambiguous. This allowed the respondents of the questionnaire to determine how they perceived their spouse's employment. Recent research on military families indicates a distinction between dual career and dual income lifestyles with respect to career intentions, career satisfaction, number of children, and level of spouse's education. Presently the Coast Guard does not have statistics

on the number of dual income/career families or the number of joint spouses within its ranks.

C. BACKGROUND

As of 1976, dual income and dual career families have outnumbered the traditional single income family (Figure 1.1).

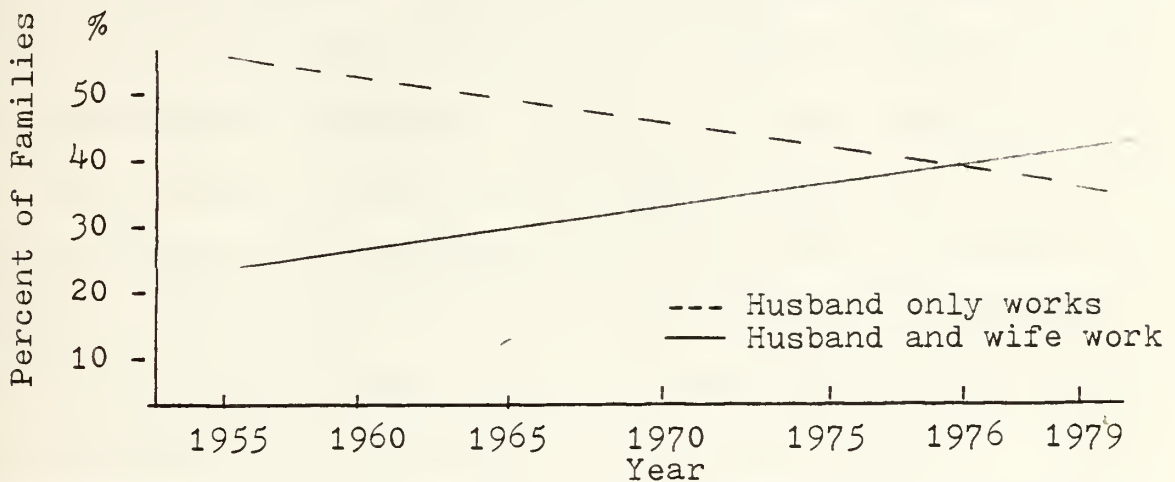


Figure 1.1 Trends in Dual Income/Career Families (Source: U.S. Department of Labor, 1980:115-116)

In 1960, approximately 30 percent of all wives participated in the labor force. Today there are over 24 million families in which both spouses work. This represents the lifestyle of over half of all married couples. The traditional family in which the husband is the breadwinner while the wife stays home with two children only represents seven percent of American households (U.S. News and World Report, 1979:69).

Eli Ginzberg, a Columbia University economist has called this trend "the single most outstanding phenomenon of our century... Its long term implications are absolutely unchartable" (Briggs, 1977:177-184).

Although little research has been completed in the area of dual careers, both industry and the military are beginning to realize that this lifestyle presents problems for employers as well as for the individuals and their families.

The Coast Guard family is greatly affected by the career of its service member. The service life poses a number of problems which can lead to stress in the family. These problems include frequent transfers, recalls, sea duty, temporary duty and other situations which cause family separation. Dual career families face these problems along with trying to manage both careers. All of this can lead to problems in the marriage. In trying to satisfy both partners career and marital needs, the couple may find they need to make major changes in their careers in order to be happy. The partner with a promising career in the service may opt to search for another career which is more compatible with his spouses. Because of the current shortage of personnel and the high cost of training new personnel, more attention must be given to this lifestyle. Dr. Edna J. Hunter notes that, "...before policy makers can examine, modify and evaluate the assumptions of military family policies, they must be aware of the characteristics of the sample with which they are dealing" (Carr et al., 1980:76).

D. FAMILY TRENDS IN THE CIVILIAN LABOR FORCE

It has only been recently that the husband has not been the sole producer of income for the family. The major turning

point was during World War II when it was considered a patriotic duty for women to work outside the home to contribute to the war effort.

1. Pre-World War II Trends

From the colonial period to the early 1800's only a very small proportion of wives worked. Those who worked earned income by operating taverns, inns and shops, doing needlework, and operating private schools.

By the early 1820's, women were employed in a greater variety of occupations such as shoebinding, typesetting, book-binding, brushmaking and tailoring. By 1850, women were employed in almost 175 industries.

The first major change in the role of women in the work place occurred during the industrial revolution of the nineteenth century. The work place was shifted away from the home to factories and workshops, thereby increasing the range of possible employment. From 1900 to 1910, the number of wives gainfully employed nearly doubled from 5.6 percent to 10.7 percent (Hayghe, 1976:13). As technology improved, household chores became less time consuming and gave women more time to pursue careers and income outside the home.

2. Post-World War II Trends

From 1950 to 1979, the labor participation rate of wives continued at a rapid rate, increasing from 23.8 percent to 49.4 percent (Table 1.1). Today, 57 percent of all married women between the ages of 20 to 64 are employed outside the home.

Another family trend that has developed is that married couples are having fewer children (Table 1.2) and are waiting longer before having them.

From 1970 to 1978, the average number of children per family decreased from 2.3 to 1.9. In 1979, 49.4 percent of all children under age 18 had mothers in the labor force compared to 40.8 percent in 1970. The most dramatic increase during this period was the increase in the number of working wives with children under six years old. As of 1979, 43.2 percent of the women in the work force have children in this age group. This represents a 12.9 percent increase from 1970 and a 24.6 percent increase since 1960 (Table 1.3).

Families are also waiting longer before having children. The number of first time mothers age 30 to 34 has increased from 56,677 in 1975 to 88,091 in 1978. The rationale is that they will be more established and better able to afford the children if they wait (Trunzo, 1980:81).

Table 1.1
Labor Force Participation Rate of Married Women, Spouse Present

| Year | Labor Force Participation Rate of Wives | Husband only Works |
|------|--|-----------------------|
| 1955 | 23.9 | 60.1 |
| 1960 | 30.5 | 57.7 |
| 1965 | 34.7 | 52.6 |
| 1970 | 40.8 | 46.9 |
| 1975 | 44.4 | 41.8 |
| 1976 | 45.0 | 41.1 |
| 1977 | 46.6 | 38.9 |
| 1978 | 47.6 | 37.7 |
| 1979 | 49.4 | 36.0 |

(Source: U.S. Department of Labor, 1980:115-116)

Table 1.2

Percent Distribution of Families by Number of Children Under 18

| # of Children | 1960 | 1970 | 1979 |
|---------------|------|------|------|
| No Children | 43.1 | 44.1 | 47.5 |
| 1 | 18.4 | 18.2 | 20.6 |
| 2 | 18.0 | 17.4 | 19.0 |
| 3 | 20.5 | 10.6 | 8.5 |
| 4 or more | 20.5 | 9.8 | 4.5 |

(Source: Statistical Abstract of the U.S., 1980:48)

Table 1.3

Married Women (Husband Present) in the Labor Force by Presence and Age of Children

| Presence and Age of Children | Labor Force Participation Rate | | | | |
|---------------------------------|--------------------------------|------|------|------|------|
| | 1960 | 1965 | 1970 | 1975 | 1979 |
| With no children under 18 | 34.7 | 38.3 | 42.2 | 43.9 | 46.7 |
| With children 6-17 only | 39.0 | 42.7 | 49.2 | 52.6 | 59.1 |
| With children under 6 | 18.6 | 23.3 | 30.3 | 36.6 | 43.2 |
| Also children 6-17 | 18.9 | 22.8 | 30.5 | 34.2 | 41.6 |

(Source: Statistical Abstract of the U.S., 1980:403)

E. TRADITIONAL ROLE OF THE MILITARY WIFE

The majority of active duty personnel at the turn of the century were unmarried and those who were married were generally the older officers. Although there were no legal restrictions against the marriage of officers (this was not true for enlisted men), they were discouraged from getting married until they were 30 to 35 years old. In a study of the Annapolis class of 1871, 31 of 38 graduates who were still on active duty in the early 1900's had married 10 to 15 years after graduation. For social reasons it was considered necessary for the officer to marry at this point in his career. Consequently, the traditional role of an officer's wife became essentially an extension of the husband's career. She was expected to keep up the household, fill the father role when the husband was away, be active in wives' clubs as well as unit and community activities, attend formal military activities and entertain at home. Her reward for supporting her husband was to be treated with the respect and dignity of her husband's rank (Houk, 1980:5).

These traditional roles are undergoing change. Women are being provided with equal opportunities for employment which are allowing them to use their training and education in career fields of their choice. Doors which were once closed to women are now open as they continue to gain acceptance in the job market. Family planning is now a reality which allows couples to decide when, if at all, they want children. Modern conveniences for the home have provided the housewife with more free

time to pursue her interests. Furthermore, society is more accepting of women being employed and utilizing day care centers to care for children. As a result, many women are no longer satisfied with being the traditional military wife, but are instead seeking their own recognition and accomplishments.

F. FAMILY TRENDS IN THE MILITARY

Since 1976, the percentage of married personnel has exceeded the number of single personnel in the military (Carr, et al., 1980;76-82). A recent study of naval officers indicated that 73.1 percent were married to civilians and that .8 percent were married to other military members. However, in recent years more men and women are choosing to remain single or are becoming single due to divorce. The number of women in the military is also increasing. In the Coast Guard there are approximately 114 women officers which represents 2.2 percent of the officer corps. Another trend contributable to the number of women in the service is the rise in the number of joint spouses. Forty-seven percent of all married women in the Navy have military husbands while only two percent of the Navy men have military wives. It is interesting to note that 69 percent of marriages in which the military wife is married to a civilian husband are childless. Of the families that do have children, 63 percent have only one child and 37 percent have two or more. On the other hand, only 30 percent of naval families with civilian wives are childless. Of those families that do have children, over half are under six year old. (Purcell, 1981:32, 40)

In a 1978 study of married naval officers, 25.9 percent were found to have dual career lifestyles and 19.2 percent had dual income families (Suter, 1978:134).

Research by Goldman (1976:30) on military families indicate that fewer military wives work than their counterparts in the civilian community. Several factors contribute to this statistic. First, the military is a very mobile society requiring frequent transfers. Therefore, at any given time a large number of families are moving or are in the process of moving. Secondly, a certain percentage of families are assigned overseas or in locations where the spouse is unable to work. Finally, spouses may be discouraged from pursuing a career because they know they will be uprooted and more than likely have to start over with each transfer.

G. PROBLEMS ENCOUNTERED BY DUAL INCOME/CAREER SPOUSES

Being an employed civilian with a military spouse, whether male or female, is not without problems. In a recent survey, the most often mentioned obstacle to a civilian's career was frequent transfers (Suter, 1978:90). Military families are sure to move several times during a career which can cause chaos for a civilian spouse's career.

Another problem is that employers do not want to hire employees connected with the military because they know they will only be temporary. It costs the employer time and money to train a new employee. Most employers are not willing to hire

and train a new person unless the expected returns from his/her investment in training exceeds its cost. Furthermore, even if the spouse is hired, his/her chances for promotion or pay raises may be less than someone not connected with the military.

When the spouse leaves his/her job, they are often unable to continue to work for the same company or organization. As a result, seniority and company benefits are usually lost. Also many spouses must be relicensed or certified due to lack of uniformity in state laws. Some locations, such as overseas assignments or small towns, often do not offer spouses career opportunities. The jobs that are available usually offer low wages due to the surplus of labor.

Joint spouses also encounter problems. Even with provisions that attempt to assign joint spouses at or near the same duty station, problems still exist. If the couple has dependents, it may be necessary to assign them to remote locations at different times, causing separations to be twice as long as those with civilian spouses. Joint assignments become increasingly more difficult at more senior levels. Also, if both members have a service commitment due, for example, to postgraduate education, neither has the choice to separate from the service to keep the family together.

Two other problems that are common to both joint spouses and military with civilian spouses are child care and family separations. If the families perceive that there is inadequate child care facilities in the area, one of the spouses may opt

to give up his/her career to ensure that the child receives proper care.

Family separation of the military spouse, whether due to temporary duty, exercises, being underway, or simply long hours at work are common complaints of dual career couples. Many feel that a great deal of the separations and long hours are not necessary. In regards to this, many feel that there are not as many family separations outside the military and that their civilian counterparts work less hours and receive better pay (Suter, 1978:90-92).

H. COAST GUARD POLICY

The only official, written policy of the Coast Guard concerning dual careers addresses the assignment procedure of women and married (joint) spouses. This policy is delineated in the U.S. Coast Guard Personnel Manual (CG-207) (1967:4-A-8 and 4-A-8a). Specifically the manual states:

4-A-10 DUTY ASSIGNMENT AND ROTATION OF WOMEN

(a) Policy.

(1) Women will be assigned to any unit within the Coast Guard having adequate privacy for each sex in berthing and personal hygiene.

(2) All units which meet the requirements of subparagraph (1) above are approved for mixed-sex crews.

(3) There is no requirement that women officers be employed at a unit in order to employ enlisted women and vice versa.

(4) Every attempt will be made to assign women to units in groups of two or more for medical and companionship reasons; however, women will not

arbitrarily be denied an assignment solely because of lack of a second women.

4-A-11 ASSIGNMENT POLICY OF MARRIED COUPLES

(a) Assignment of married couples who are on active duty will be based on the needs of the Coast Guard. If authorized billets are available, every effort will be made to assign husband and wife to the same geographic area in order to permit them to maintain a joint residence.

(b) Assignment of husband and wife on the same Coast Guard cutter or restricted duty (nonfamily station) will not be authorized.

(c) The husband and wife shall be assigned to sea duty simultaneously only upon their request.

(d) To qualify for transfer at Government expense, the member requesting reassignment and spouse must have a minimum of 12 months active service remaining for an INCONUS transfer or 24 months for an OUTCONUS transfer. In the absence of required obligated service, a transfer at no cost to the Government may be arranged by Headquarters providing a suitable relief is available and a vacant billet exists at the receiving unit. An OUTCONUS transfer for less than 12 months will not be authorized.

(e) The requests must be based on actual marriage. Requests based on projected marriages will not be considered.

(f) The husband and wife will not be assigned to the same unit where one will supervise the other. This also applies to military personnel whose dependents are civilian employees.

The next article goes on to describe the Commandant's policy concerning the availability of personnel for assignments.

4-A-12 AVAILABILITY OF PERSONNEL FOR UNRESTRICTED ASSIGNMENT

...(c) It is the Commandant's policy that all members of the Coast Guard be available for unrestricted duty assignment. It is manifestly unfair and impractical to grant exceptions to this policy to certain members. Where for any reason a member is not available for unrestricted assignment for an appreciable period, the

best solution is usually separation from the service. Where there is an indication that the problem can be resolved, the Commandant will grant a reasonable time (4 months) for the member to solve his or her problem and once again become available for full duty.

(d) Commanding officers and officers in charge are expected to show sympathy and compassion for the problems of their personnel. They shall not, however, accept less than unrestricted availability for regular duties and watches.

Although, there is no explicit policy concerning civilian spouses with jobs or careers, there is an implicit policy. Article 2-D-1 to 3 of the Coast Guard Officer Career Guidebook (COMDTINST M1040.2) (1980:2-6, 2-7) lists the factors that detailers consider in making assignments.

...D. Assignment Process

- ...3. In order to be responsive to Service members' needs and at the same time meet Coast Guard needs, assignment officers must consider multiple criteria in arriving at an assignment decision. Some of these are:

- *Personal Preferences of the Officer
- *Special Problems/Hardships of the Officer
- *Dependent Status

4. It would not be possible to list these criteria in order of importance since many of them are variable depending upon the situation. Certainly, needs of the Service can be said to be an overriding consideration in most cases, with experience, personal preferences of the officer, and performance all competing for a close second. In the end, the weight given to each factor is a matter of judgment exercised by the assignment officer. There are no mechanical "rules of thumb."

I. OUTLINE OF THE THESIS

Chapter II includes the review of the literature. Most of the literature deals with working wives, while very little

deals directly with dual careers. Therefore, this chapter will cover both dual income and dual career families, and will include areas such as who is likely to be involved in this lifestyle and why, rewards, conflicts and finally, the organizational perspective.

Chapter III sets forth the assumptions and strategy of the thesis. This section includes development of the questionnaire, selection of the sample population and the characteristics of this population.

The findings and analysis of the questionnaire are presented in Chapter IV with comparisons made among the three lifestyles.

Chapter V summarizes the findings and offers policy recommendations based on the findings.

II. REVIEW OF THE LITERATURE

Demographic trends show that increasing numbers of married couples are turning to dual income/career lifestyles. The major force behind these trends is the influx of women into the workplace. Subsequently, the majority of the literature deals with women and wives in the work force, while little research treats dual career couples.

A. CHARACTERISTICS OF WORKING WIVES

As a group, wives of unemployed men are the most likely to be in the labor force while the wives of self employed professionals are the least likely to work (Kolko, 1978:271-272).

Rapaport and Rapaport (1976:40-45) found that family background plays a significant role in determining if the wife works. They found that wives in dual career families tend to come from a higher social background than their husbands, come from smaller families, tend to be the only or oldest child with some pattern of loneliness, and come from families in which they had a tense relationship with either the mother or father.

The Rapaports also noted that the occupational experiences and attitude of the mother were significant. Many of the mothers were employed and those who were not were perceived by their daughters to be frustrated housewives.

The age and number of children also influence the decision of women to work. John Casson, an economist with American

Express describes the traditional participation rate of women in the work force as "the double hump on the age curve." The first hump occurs at age 20 to 24 but then drops off while women raise children. Women return to the work force between the ages 45-54 after the children are grown creating the second hump. Today this double hump barely exists (Herschman, 1979:45).

College educated women tend to have more interesting careers open to them and therefore are more likely to be employed. These women often become frustrated with doing housework when they could be working for pay. Less educated women on the other hand usually only have menial or less challenging work available to them. To these women, being a good housewife may be very satisfying (Giele, 1979:38).

Finally and perhaps the biggest influence on a wife's decision to work is her husband's attitude. While women can still pursue a career without support or approval from their husbands, it is extremely difficult (Rapaport and Rapaport, 1976:44-45).

B. WHY BOTH WORK

The increase in dual career couples is attributable to a number of economic, social and legal initiatives that have occurred in our society.

1. Economics

In the last decade, this country has seen three recessions (1969-70, 1973-75, and 1979-81), plus double digit inflation the last several years. The price of necessities such

as food, clothing, transportation and energy have all skyrocketed. The median price of a new home today is \$72,600 (Wall Street Journal, 30 June 81:3) and over \$100,000 in several areas with a high concentration of military personnel as in Washington, D.C., San Diego and San Francisco. As a result of the combination of recession and inflation, many couples need two incomes in order to survive.

For others, dual careers represents a means for improving their standard of living by enabling them to purchase items such as a house with nice furnishings, a new car, expensive clothes and nicer vacations. The number of men who could support their families at a reasonable standard of living by their own income is few. Furthermore, once a family becomes accustomed to two incomes, it is hard to go back to only a single income (Briggs, 1977:177-184).

Both spouses in still other cases seek careers based on the need for individual satisfaction and self-fulfillment. A survey by the Bureau of Labor Statistics in 1963 showed that 42 percent of women who worked did so because of financial necessity, 19 percent for personal satisfaction and 17 percent to earn extra money (Rosenfeld et al., 1965:1077-82). In a 1974 National Opinion Research Center Survey, 60 percent of the women worked because they felt the work was important and meaningful. And in 1978, 80 percent of employed women said they would continue to work even if money was not a problem (Hall and Hall, 1979:13).

2. Social

Society has become more accepting of women in the work force and particularly those women with children. Furthermore, there has been an increase in the demand for women workers, as indicated by the index of employment in four industrial sectors (Hayghe, 1976:19).

Two other demographic changes of interest are the declining fertility rate and the increase in the average life of women. Married couples are delaying or postponing children and having fewer of them, resulting in smaller family units. Since women are also living longer, many women turn to the work outside the home in order to occupy their time and to feel useful in later years.

Still another social change is the increased education level of women and in particular the education level of dual income families. A 1978 study indicated that if neither partner graduated from high school, only 26.8 percent were two income families. However, 53 percent of families in which both spouses had some college were dual income and 62 percent if both were college graduates (Herschman, 1979:45).

3. Legislative Initiatives

Changes in laws and legislative initiatives have played a major role in the employment of women (Herman, 1979:196 and Waldman et al., 1979:39). These major legislative actions include:

a. The Equal Pay Act of 1963 with the 1972 amendments and Title VII of the 1964 Civil Rights Act with its amendment, the Equal Employment Opportunity Act of 1972. These acts declared it illegal for employers to discriminate against women in hiring, promotions, and compensation.

b. Title IX of the 1972 Education Amendments which helped remove barriers to women in law, medicine, and other professional schools by prohibiting sex discrimination in federally assisted programs.

c. Public Law 95-555 banned discrimination based on pregnancy. This law led to maternity leave and other associated benefits.

d. The Tax Reform Act of 1976 and the Revenue Act of 1978 established tax credits for child care.

e. The U.S. Labor Department's 1978 affirmative action programs requiring apprenticeship programs to accept women and aided women in joining federal construction programs.

f. The Equal Rights Amendment to the U.S. Constitution was first proposed in 1923. It was approved by the House of Representatives in 1971 and the Senate in 1972, but has not been ratified by the 38 required states. If passed, it will recognize women as equals to men.

C. REWARDS

Families in which both partners are employed enjoy a number of rewards for both the individual and the family. These rewards include:

1. Net income is usually higher, relieving some of the financial pressures from the husband. In some cases it can reduce his career drive and result in a more happy marriage. It also provides greater flexibility for both partners to change jobs or careers, go to school, take time off or pursue any other area of interest (Shaevitz and Shaevitz, 1980:28).

2. The economic impact of illness or an accident are reduced. The second income acts as a sort of insurance policy for the family (Shaevitz and Shaevitz, 1980:27-28).

3. The wife's employment generally causes the husband to be more active in the raising of children and other domestic activities. Also, the woman may become a better wife and mother as a result of being stimulated by outside employment (Shaevitz and Shaevitz, 1980:27-28).

4. One of the biggest areas of concern for dual career couples is child care. There is no evidence that children suffer any negative effects as a result of the mother working. However, there is evidence that children of working mothers are more independent and resourceful than children of non-working mothers (Rapaport and Rapaport, 1971:530-531). Children also experience less trauma at various stages in their life such as when they begin school or leave home for the first time. These children also tend to have higher career and educational aspirations. Girls tend to be most affected by the mother's employment and to chose careers normally considered for men only (Shaevitz and Shaevitz, 1980:98-99).

Working mothers tend to enjoy their children more and spend at least as much one-to-one time with their children as mothers who are home all day. Furthermore, the working mother is less likely to become overly involved with her children, and thus unlikely to have them become her primary source of satisfaction (Rapaport and Rapaport, 1976:116).

It is interesting to note that most European countries assume that children starting at age 2 to 2.5 will attend some sort of preschool program, whether the mother works or not, because such schools are viewed as beneficial to the child (Kamerman, 1980:26).

5. Women who stay at home tend to be more vulnerable to depression, alcoholism, and problems associated with the empty nest syndrome. Also, if the wife is dissatisfied with her position as a housewife, it could have negative effects on the rest of the family (Shaevitz and Shaevitz, 1980:97-98).

6. With both partners working, added knowledge, skills and competence can result for all members of the family. The partners also tend to become closer intellectual companions. A better understanding of the problems and pressures of the other's career as well as a sharing of each other's successes and accomplishments will develop (Heckman, et al., 1980:329, and Shaevitz and Shaevitz, 1980:26).

7. The couple will also benefit from wider social and business relationships (Shaevitz and Shaevitz, 1980:27-28).

D. CONFLICTS/PROBLEMS

Although there are many rewards for families in which both partners work, there are areas of possible conflict or problems.

Perhaps the most serious problem facing the dual career couple is that of having to relocate. Many companies require frequent transfers which is often considered essential for promotion. Other companies require their employees to be mobile just to hold the same position or to even stay in their employment. The military is the prime example of this situation (Holmstrom, 1972:2). A survey of naval officers by Suter (1978: 89, 90) indicated that 33 percent of dual career families experienced serious conflict in their marriage as a result of their combined careers. Relocating was given as the major cause of this conflict.

Women also tend to give a lower priority to their employment compared to their husbands (Giele, 1979:38 and Suter, 1978:97). Suter determined that 92.9 percent of Navy officers' wives did in fact place their careers behind that of their husbands. Although the system favors those who are mobile, many couples are deciding not to accept transfers or promotions in order that both may stay in the same area to pursue their careers. Some couples are even leaving companies that won't accommodate dual careers (Shaevitz and Shaevitz, 1980:191, 194).

Dual career couples in the same stages of their career or the same occupational field have the potential for competition. Competition can be healthy for the relationship but it can

create a major problem. This negative competitive atmosphere is most severe when both spouses work for the same supervisor, especially during such periods as evaluations when the spouses can directly compare themselves (Company Couples, 1976:54 and Hall and Hall, 1979:156-157).

Problems can develop if the wife advances rapidly and begins to receive a lot of recognition. Unless the husband is very secure, he may become resentful. An older husband who is reaching the top of the ladder may expect his wife to assume the traditional role of the executive wife. If the wife refuses to accept this role, he may become more resentful and angry. Also, if the wife had not been employed for a long time, it may be ego bruising and threatening to the husband to discover that his wife is capable of surviving in the outside world (Mullally, 1979:64).

Conflict can arise as a result of problems between the career and family role. According to Hall and Hall (1979:51) this situation is most severe at the mid-career level. At this time the career is usually well established and the family views this as a time when they deserve more attention. This is usually not a problem during the early career stage since the family understands the need to establish a firm base for the career.

If the wife works, tension and possible conflict can develop from opinions of family, non-working wives or superiors who expect the wife to fill the role of the traditional housewife.

Attitudes concerning appropriate behavior for families is greatly influenced by societal norms. It is important for dual career couples to be aware of this potential. Otherwise, the wife could develop guilt feelings for leaving the children and not having the house clean with dinner on the table when the husband walks in the door. The husband's ego could be further damaged if he allows these people to make him feel that he is an inadequate provider (Mullally, 1979:64 and Hopkins, et al., 1978:255).

Division of household chores is yet another area for conflict. Early theories believed that household tasks should be divided evenly. This situation rarely exists since many wives put their careers second to their husband's and many husbands still look upon these household tasks as women's work (Hopkins, et al., 1978:254). Researchers no longer emphasize equality but now stress equity or fairness. Pressures and demands vary for different spouses at different times. Therefore, couples may need to be flexible and attempt to complement each other during these periods (Rapaport and Rapaport, 1975:421).

A working mother can have a negative effect on her children. If the mother is guilt ridden for being employed and really does not desire to be employed, problems can develop because of this stress (Giele, 1979:33).

Overall, couples starting out working together experience less conflict than those who enter this lifestyle later in life (Hall and Hall, 1979:124-125).

E. MARITAL HAPPINESS

Given the rewards and conflicts that can result from the dual career lifestyle, experts are trying to determine if there is a cause and effect linkage between working wives and divorce (U.S. News and World Report, 1979:70).

Safilios-Rothschild studied the relationship between a married women's degree of work commitment and her degree of marital satisfaction. She found that women with high work commitment had happier marriages than women with a low commitment to their jobs. However, another study indicated that as women became more career oriented happiness decreased (Hopkins, et al., 1978:254). In yet another study it was found that women who chose to work were more happily married than wives who were forced to work because of financial reasons. Furthermore, preschool aged children of the wives who chose to work were found to create the greatest strain on the marriage (Hopkins, et al., 1978:254-255).

Hall and Hall (1978:223-227) discussed several ingredients for managing dual careers which included:

1. Mutual commitment to both careers - in other words, understanding the need and right for the other partner to pursue their own career.
2. Flexibility - this includes personal flexibility as well as flexibility in the job.
3. Coping mechanisms - developing a means for working together and resolving conflicts.

4. Energy and time management - how much energy the couple is willing to spend to make it work and how they handle their time.

Different stages in a person's life have different conflicts and decisions that must be made. In order for dual career couples to survive, they must be able to meet these and deal affectively with them.

F. ORGANIZATIONAL PERSPECTIVE

Hall and Hall (1978:22-228) have identified ten ways in which the organization is effected by dual career couples. These include:

1. Recruiting - recruiters are becoming increasingly aware of dual career couples in determining the likelihood of the couple to accept the job and to stay with the company.

2. Scheduling - requires more effort and flexibility to schedule work hours and vacation time to coincide with day-care centers and children's school.

3. Transfers and relocation - perhaps the biggest problem area for the company. As more couples refuse transfers, it usually means someone less qualified will get the assignment. For some companies refusal to relocate results in the firing of top employees.

4. Travel - many employees are also refusing to accept assignments requiring excess traveling because of family demands.

5. Promotions - many dual career couples are not interested in promotions but desire more leisure time and less responsibility and pressure.

6. Benefits - dual career couples are demanding more benefits such as more personal days, longer maternity leave, and leaves without pay.

7. Conflicts of interest - if the couple work for two different companies, they may have confidential information concerning the other's company. If they both work for the same company, one may have information about part of the organization where the other spouse works which is normally not available.

8. Career development - companies have been forced to develop better career paths and training programs to reduce the number of transfers.

9. Deadwood - refusal to relocate, travel, plus the unwillingness in some instances to advance has created the potential problem of deadwood in the organization.

10. Career bargaining - couples are bargaining for considerations as a result of their spouse's career. Such areas include guaranteed transfers to certain locations and assistance in finding the spouse a job at the new location.

Companies are coping with dual career couples in a number of ways. Anti-nepotism rules are being relaxed in many companies or special consideration is given on a case by case basis (Hall and Hall, 1978:230 and Holmstrom, 1970:4, 5).

Counseling programs are being set up to help couples resolve conflicts. Assistance is being provided by some companies in locating a job for the spouse if the couple is transferred. If both couples work for the same company, some of these

companies will guarantee that if they are transferred, they will stay together (Hall and Hall, 1978:232).

The latest trend is for companies to provide or sponsor day-care centers, or to subsidize other child care arrangements. Other companies are setting up referral services to help locate dependable child care for their employees (Wall Street Journal, 1981:25).

Companies that can better accommodate dual career couples are finding that they tend to be more satisfied with the job, have better job retention, and have less absenteeism and tardiness which all leads to higher morale and productivity (Wall Street Journal, 1981:25).

G. SUMMARY

Dual career families, although a relatively new concept, are on the increase in our society. This increase is due mainly to the large increase of women into the work force. Consequently, the traditional sex roles of men and women are undergoing change. Women are being provided with equal opportunities for employment which are allowing them to use their training and education in career fields of their choice. Doors which were once closed to women are now open as they continue to gain acceptance in the job market. Family planning allows couples to decide when, if at all, they want children. Modern conveniences for the home have provided the time for the housewife to pursue her interests. Furthermore, society is more accepting of women being employed and utilizing day-care centers to care for children.

As a result, many women are no longer satisfied with being the traditional housewife but are instead, seeking their own recognition and accomplishments.

There are many rewards associated with the dual career lifestyle. However, it does present some unique problems to the individual and to organizations. These problems must be effectively managed in order for the individual to have a happy home life and the organization to have effective employees.

III. METHODOLOGY

The objective of this research is to determine the percentage of Coast Guard officers pursuing single income, dual income and dual career lifestyles (dependent variables) as well as determining differences among these three lifestyles. The specific areas of interest with respect to the differences in the lifestyle include, the military member's satisfaction with the Coast Guard as a career, satisfaction with the quality of life in the Coast Guard, education level of the spouse, career intention of the military member and children issues. Furthermore, differences between dual income and dual career lifestyles will be examined using the above variables as well as determining why both spouses work and areas of possible conflict. These are the independent variables. Finally, three policy issues will be examined. These policies include whether joint spouses should be assigned to the same ship, unit or office and if detailers should consider the member's spouse's career when determining assignments.

A. TARGET POPULATION

The population of interest is all married Coast Guard officers from Ensigns to Captains (O-1 to O-6). Presently there are 2848 married officers in the Coast Guard which is approximately 56 percent of all officers (Table 3.1). Of this

population, a random sample of 1000 officers were mailed questionnaires concerning their lifestyles. Table 3.2 gives a breakdown of the return rate. As noted by this table, mid-grade officers had the highest return rate, followed by senior officers with junior officers having the lowest return rate.

Table 3.1

Number of Coast Guard Officers and Number of Married Officers by Rank

| Rank | Officers on Board | Married | % Married |
|------|--------------------|--------------------|-----------------|
| 01 | 579 | 09 | 15 |
| 02 | 1124 | 369 | 33 |
| 03 | 1440 | 739 | 51 |
| 04 | 946 | 766 | 81 |
| 05 | 636 | 580 | 91 |
| 06 | <u>337</u> 5062 | <u>305</u> 2848 | <u>90</u> 56 |

Table 3.2

Sample Return Rate

| | | | | | | | |
|---------------------------------|--|------------|------------|------------|------------|-----------|--------------|
| | Sample Size = 1000 Return to Sender = <u>51</u> Sample Size = 949 Returned Surveys = 545 57.4% | | | | | | |
| | <u>01</u> | <u>02</u> | <u>03</u> | <u>04</u> | <u>05</u> | <u>06</u> | <u>Total</u> |
| Original Sample Size | 75 | 200 | 300 | 185 | 150 | 90 | 1000 |
| Less Surveys Returned to sender | 1 | 4 | 19 | 16 | 8 | 3 | 51 |
| Sample Size | <u>74</u> | <u>196</u> | <u>281</u> | <u>169</u> | <u>142</u> | <u>87</u> | <u>949</u> |
| Returned Surveys | 35 | 84 | 173 | 111 | 92 | 50 | 545 |
| Percent Returned | 47.3 | 42.9 | 61.6 | 65.7 | 64.8 | 57.5 | 57.4 |

The officers chosen for the survey were determined by querying the Personnel Management Information System (PMIS) files at Coast Guard Headquarters in Washington, D.C. Of those servicemen responding (N=545), it was found that 54.7 percent of the surveyed officers (N=298) had single income, 21.1 percent (N=115) had dual income and 24.2 percent (N=132) had dual careers (Table 3.3).

Table 3.3 indicates that as rank increases, the percentage of families with dual careers declines from 34.3 percent for Ensigns to ten percent for Captains. Conversely, the number of single income families increase with increases in rank from 42.8 percent for Ensigns to 75 percent for Captains. Clearly junior officers tend to have a larger percentage of families involved in dual income/career lifestyles while the more senior ranks tend to have dual income or non-working wives. This is perhaps indicative that families in which both spouses work and, more specifically, where both have careers is a new trend. Also, spouses of higher ranking officers may not work because of the higher salary and increased status.

B. QUESTIONNAIRE

A 41 question survey addressing the areas of concern was mailed to each of the 1000 subject officers (Appendix A). The questions for the survey were developed from the U.S. Air Force Quality of Life Survey, 1980 and research done by Suter (1978). At least one question was chosen for each variable of interest.

The data obtained was coded and entered into the IBM 360 computer for analysis using the Statistical Package for the Social Sciences (SPSS).

Table 3.3

Breakdown of Lifestyles by Rank

| Rank | Single Income (N) | % | Dual Income (N) | % | Dual Career (N) | % | Total (N) | % |
|-------|----------------------|------|--------------------|------|--------------------|------|--------------|------|
| 0-1 | 15 | 42.8 | 8 | 22 | 12 | 34.3 | 35 | 6.4 |
| 0-2 | 41 | 48.8 | 16 | 19.0 | 27 | 32.2 | 84 | 15.4 |
| 0-3 | 93 | 53.8 | 30 | 17.3 | 50 | 28.9 | 173 | 32 |
| 0-4 | 62 | 55.9 | 27 | 24.3 | 22 | 19.8 | 111 | 20.2 |
| 0-5 | 49 | 53.3 | 27 | 29.3 | 16 | 17.4 | 92 | 17 |
| 0-6 | 38 | 76.0 | 7 | 14.0 | 5 | 10 | 50 | 9 |
| Total | 298 | 54.7 | 115 | 21.1 | 132 | 24.2 | 545 | 100 |

C. ASSUMPTIONS

As with any research, certain assumptions must be made in order to adequately interpret the data. The following assumptions have been made in connection with this research:

1. All officers are considered to have careers.
2. The sample population is considered to be an accurate representation of the target population in size and attitude.
3. Answers pertaining to the respondent's spouse's attitude are a true representation of those attitudes.

D. METHOD OF ANALYSIS

The first step in analyzing the data is to determine the distributional characteristics of each of the independent and dependent variables under investigation. Condescriptive and Frequencies procedures of SPSS were used to determine the mean, standard deviation and standard error for the interval-scale variables for the questions in the survey.

The next step is to determine if the differences among the three lifestyles are significant. Significant is used to mean "indicative of" or "signifying" a true difference among the three lifestyles. It does not indicate how strong the relationship is nor whether the relationship is important. A relationship may be statistically significant without being substantively important (Nie, et. al., 1975:222, 267).

The approach used to test for differences in the sample is to first formulate the null hypothesis (H_0) and the alternative hypothesis (H_1). This research will test the following hypothesis:

H_0 : There is no significant difference between the three lifestyles for each of the variables selected. In other words, the population means are the same ($\mu_1 = \mu_2$) for each of the variables.

H_1 : There is a significant difference among the three lifestyles ($\mu_1 \neq \mu_2$).

For this study, the significant level for testing H_0 will be defined as $p < .05$. Cases in which $p > .05$ will be designated as not significant and the null hypothesis can be rejected.

IV. FINDINGS AND ANALYSIS

The area of greatest concern is to determine whether there are significant differences among single income, dual income and dual career lifestyles within the Coast Guard officer corps. The following results are broken down according to the five areas of interest for the three lifestyles, the additional two variables for comparing dual income and dual career families, and the two policy areas. Appendix B presents a detailed summary of the results for all the questions broken down by rank and lifestyles.

A. CHILDREN

1. Total Number and Planned Number of Children

As indicated earlier, dual career families have fewer children and plan on having smaller families than single income families. In this study, single income families had on the average 2.14 children and planned on having 2.52. Dual income families had 1.82 children with plans for 2.29 while dual career families had 1.29 children with plans for 1.92 (Table 4.1).

The dependent variables were paired using T-TESTS to see if there were significant differences between any of the pairs. The results (Table 4.2) indicate that there is a significant difference in the total and planned number of children of the respondents among each of the three lifestyles.

Table 4.1
Total and Planned Number of Children by Lifestyle

| | <u>Single Income</u> | |
|---------------|-----------------------|------------------------------|
| | <u>Total Children</u> | <u>Planned # of Children</u> |
| Mean | 2.14 | 2.52 |
| STD Deviation | 1.09 | 1.07 |
| STD Error | .06 | .06 |
| | <u>Dual Income</u> | |
| Mean | 1.82 | 2.29 |
| STD Deviation | 1.25 | 1.14 |
| STD Error | .12 | .11 |
| | <u>Dual Career</u> | |
| Mean | 1.29 | 1.92 |
| STD Deviation | 1.21 | 1.11 |
| STD Error | .11 | .10 |

Appendix A and B: Questions 4, 6, 7

Table 4.2
Comparison of Mean Total and Planned Number of Children by Lifestyle

| | <u>(N)</u> | <u>Mean</u> | <u>Total Children</u> | | <u>2-Tail Prob.</u> |
|------------------------------------|------------|--------------|-------------------------|----------|---------------------|
| | | | <u>STD Deviation</u> | <u>t</u> | |
| Single Income vs Dual Income | 298 115 | 2.14 1.82 | 1.09 1.25 | 2.40 | .017 |
| Single Income vs Dual Career | 298 132 | 2.14 1.29 | 1.09 1.21 | 6.89 | .000 |
| Dual Income vs Dual Career | 115 132 | 1.82 1.29 | 1.25 1.21 | 3.36 | .001 |
| | | | <u>Planned Children</u> | | |
| Single Income vs Dual Income | 298 115 | 2.52 2.29 | 1.07 1.14 | 1.93 | .050 |
| Single Income vs Dual Career | 298 132 | 2.52 1.92 | 1.07 1.11 | 5.18 | .000 |
| Dual Income vs Dual Career | 115 132 | 2.29 1.92 | 1.14 1.11 | 2.54 | .012 |

2. Ages

Also of interest are the number of families in each lifestyle that do not have children, have preschool aged children (0-6), children 7 to 18 and children over 18 (Table 4.3). It is interesting to note that only four percent of the single income families do not have children compared to 12 percent for dual income and 35 percent for dual career families. Also, there are almost twice as many single income families with preschool age children (62 percent) compared to dual income (38 percent) and dual career families (37 percent).

Table 4.3

Ages of Children by Lifestyle

| Families with: | Single Income Families | | Dual Income Families | | Dual Career Families | |
|----------------|------------------------|----|----------------------|----|----------------------|----|
| | (N) | % | (N) | % | (N) | % |
| No Children | 13 | 4 | 14 | 12 | 46 | 35 |
| Ages 0-6 | 184 | 62 | 44 | 38 | 49 | 37 |
| Ages 7-18 | 174 | 58 | 64 | 56 | 43 | 33 |
| Over 18 | 39 | 13 | 13 | 11 | 13 | 10 |

3. Family Pattern

Families with or planning to have children were asked which of the following best fits their family pattern with respect to the effect that children have/had on the spouse's employment. These results are presented in Table 4.4

The results clearly show that females in single income families intend not to return to work after having children

(26 percent) to a much greater extent than do dual income (13 percent) or dual career families (4 percent). On the other hand, dual career wives are much more willing not to interrupt their careers after having children (30 percent) compared with 10 percent for dual income and two percent for single income families. The majority of all three groups indicated that they would interrupt their careers until the children are of an appropriate age.

Table 4.4

Which Best Fits Your Family Pattern?

| | Single Income | | Dual Income | | Dual Career | |
|---|------------------|----|----------------|----|----------------|----|
| | (N) | % | (N) | % | (N) | % |
| a. The female did/will dis-continue her career when/if children are born, with no intention of returning to her career. | 60 | 26 | 13 | 13 | 4 | 4 |
| b. The female did/will interrupt her career beyond what can be allowed for by leave of absence or vacation until children are of an appropriate age and then resume her career. | 123 | 53 | 58 | 59 | 62 | 59 |
| c. The female did/will interrupt her career minimally or not at all when/if she has children. | 4 | 2 | 10 | 10 | 32 | 30 |
| d. N/A | 46 | 20 | 18 | 18 | 7 | 7 |
| N = | 233 | | 99 | | 105 | |

Appendix A and B: Question 37

4. Appropriate Age of Children to Resume Employment

As a continuation of the last section, respondents were asked, "If the female would interrupt her career until the children are an appropriate age, what do you consider the appropriate age to be?" (Table 4.5)

Table 4.5

| <u>Appropriate Age of Children for Spouse to Resume Employment</u> | | | |
|--|------------------|----------------|----------------|
| | Single Income | Dual Income | Dual Career |
| Mean Age | 9.43 | 7.39 | 5.72 |
| STD Deviation | 4.65 | 4.57 | 3.88 |
| STD Error | .35 | .49 | .43 |

Appendix A and B: Question 38

Using the T-TEST it was found that there were significant differences among each of the three lifestyles (Table 4.6).

Table 4.6

Comparison of the Appropriate Age of Children for Spouse to Resume Employment by Lifestyle

| | (N) | Mean | STD Deviation | t | 2-Tail Prob. |
|------------------------------------|-----------|--------------|---------------|------|--------------|
| Single Income vs Dual Income | 179 86 | 9.43 7.39 | 4.65 4.57 | 3.35 | .001 |
| Single Income vs Dual Career | 179 83 | 9.43 5.72 | 4.65 3.88 | 6.74 | .000 |
| Dual Income vs Dual Career | 86 83 | 7.39 5.72 | 4.57 3.88 | 2.57 | .011 |

The results indicate that dual career families believe that the appropriate age that children should be prior to the

spouse resuming employment (5.72) is significantly less than dual income (7.39) and single income families (9.43). A general trend noted for all three lifestyles was that as rank increased so did the responses for the appropriate age.

The results thus far indicate that a large number of spouses intend to go back to work immediately after having children or when they feel the children are of an appropriate age for them to return to work. This leads into the problem of child care.

5. Type of Child Care Facilities Used

All three groups that utilized child care facilities, indicated that a babysitter was the most frequently used. More dual career families used civilian child care facilities (32 percent) compared to only eight percent for single income and 21 percent for dual income families (Table 4.7). However, the differences are not significant.

Table 4.7
Child Care Most Frequently Used by Lifestyle

| | Single Income | Dual Income | Dual Career |
|----------------------------|------------------|----------------|----------------|
| Military Child Care Center | 7 | 11 | 2 |
| Civilian Child Care Center | 8 | 21 | 32 |
| Babysitter | 76 | 65 | 63 |
| Relative | 8 | 3 | 4 |
| N = | (166) | (57) | (59) |

Appendix A and B: Question 39

6. Satisfaction with Child Care Facilities

The majority of families indicated that they are satisfied with the child care options available to them. However, dual career families were the least satisfied. Twenty-two percent indicated that they were dissatisfied compared to only 11 percent for dual income and nine percent for single income families (Table 4.8). Single income families who were dissatisfied indicated that 60 percent believed that 24-hour professional child care would best meet their needs. Thirty-three percent preferred civilian or military day-care centers with the remainder opting for babysitters. Dual income families on the other hand, preferred the day-care centers (83 percent) for best meeting their needs. Dual career families were split equally between the 24-hour child care and the day-care center (45 percent each).

Table 4.8

Respondent's Satisfaction with Child Care Facilities

| | Single Income | Dual Income | Dual Career |
|---------------|------------------|----------------|----------------|
| Satisfied | 91 | 89 | 78 |
| Not Satisfied | 9 | 11 | 22 |
| | N = (259) | (52) | (54) |

Appendix A and B: Question 40

B. CAREER INTENTIONS

Retention of its personnel has always been of great concern to the services, particularly since the inception of the All

Volunteer Force. Suter, in her study of naval officers, found a significant difference among the lifestyles with respect to the members career intentions. She found that only 76.5 percent of dual career families planned to remain in the Navy for 20 years compared with 88.8 percent for single income families (Suter, 1978:82).

In this study, a remarkable 93 percent of all respondents indicated that they intend to remain in the Coast Guard for a 20 or more year career (Table 4.9). These figures indicate that the Coast Guard officer corps does not have the retention problem of the Navy or the other services. There is no significant difference in retention by lifestyle.

Table 4.9
Career Intentions of Respondents by Lifestyle

| | Single Income | Dual Income | Dual Career |
|---------------------------|------------------|----------------|----------------|
| 20 or more year career | 94% | 93% | 90% |
| Less than 20 year career | 2 | 4 | 2 |
| Less than 10 year career | 3 | 2 | 5 |
| Less than 5 year career | 1 | 1 | 3 |
| ----- | | | |
| Mean (value on scale 1-9) | 8.77 | 8.80 | 8.59 |
| STD Deviation | .98 | .85 | .33 |
| STD Error | .06 | .08 | .12 |

Appendix A and B: Question 8

C. SATISFACTION WITH COAST GUARD CAREER

Ninety-two percent of the respondents stated that they were very satisfied or somewhat satisfied with the Coast Guard as a career. Again using Suter's study, this compares to 79.1

percent for naval officers. Based on the number of officers indicating they plan on a 20 year career, this result is not surprising. Using a nine point satisfaction scale, those members with single income families had a mean score of 8.08 (between very satisfied and somewhat satisfied). Those members with dual incomes had a mean score of 7.92 and those with dual careers had a score of 7.41. These results indicate that there is a significant difference between dual income and dual career families, and single income and dual career families (Table 4.10) in terms of career satisfaction.

Table 4.10
Comparison of Mean Career Satisfaction Score by Lifestyle

| | (N) | Mean | STD Deviation | t | 2-Tail Prob. |
|------------------------------------|------------|--------------|---------------|--------------------------|--------------|
| Single Income vs Dual Career | 298 132 | 8.08 7.41 | 1.29 1.85 | 3.77 | .00 |
| Dual Income vs Dual Career | 115 132 | 7.92 7.41 | 1.57 1.85 | 2.33 | .02 |
| Single Income vs Dual Income | 298 115 | 8.08 7.92 | 1.29 1.57 | .98 (not significant) | .33 |

The respondents were also asked what they believed their spouse's attitude was towards the Coast Guard as a career. Although there is not a significant difference among the three lifestyles, there is a difference between the member's attitude toward the Coast Guard and the spouse's attitude. Using the same nine point satisfaction scale, the mean score for the spouse's attitude is 6.73 (between neutral-5-and somewhat satisfied-7) compared with 7.89 for the member's attitude.

There are several possible reasons for this difference. First, many spouses may feel that the Coast Guard does not recognize or utilize the member's talents causing the spouse to become frustrated. Second, the wife may build up a resentment towards the Coast Guard because of frequent transfers, separations or the long hours. Finally, officers wives, who as a group are well educated, may perceive that they can not pursue their own careers. Thus, they may become frustrated because they are not utilizing their education.

D. SATISFACTION WITH QUALITY OF FAMILY LIFE IN THE COAST GUARD

Again, using the nine point satisfaction scale, it was found that dual career families were significantly less satisfied with the quality of family life as it is today than single income families (Table 4.11).

Table 4.11

Comparison of Mean Quality of Family Life Score by Lifestyle

| | (N) | Mean | STD Deviation | t | 2-Tail Prob. |
|------------------------------------|------------|--------------|---------------|---------------------------|--------------|
| Single Income vs Dual Career | 298 132 | 6.85 6.25 | 2.13 2.28 | 2.54 | .01 |
| Single Income vs Dual Income | 298 115 | 6.85 6.65 | 2.13 2.11 | .83 (not significant) | .41 |
| Dual Income vs Dual Career | 115 132 | 6.65 6.25 | 2.11 2.28 | 1.43 (not significant) | .15 |

It is interesting to note that the mean score for all the respondents was 6.66 (between neutral and somewhat satisfied). This result is considerably less than their responses for the

mean level of satisfaction and career intentions. These results are not surprising. The Coast Guard is a small service, spread throughout the country and the world. As such, many of our shore stations and ships are not located near other military bases where commissaries, exchanges or medical facilities are available. There is only a very limited amount of Coast Guard housing which forces most of the personnel to live off of the economy. Also pay caps imposed by the President and Congress the last few years has hurt the military member in terms of real dollars. This, combined with the closing of the Public Health clinics could account for the low scores for the quality of life in the Coast Guard.

E. SPOUSE'S LEVEL OF TRAINING/EDUCATION

The largest difference among the lifestyles was observed in this category. Seventy-two percent of spouses in dual career lifestyles had either a college or postgraduate degree. This compares with only 32 percent for dual income families and 37 percent for single income families. As a group, the spouse's level of education is very high with a mean score of 5.38 which is just above technical or specialty schools on a nine point scale. These results are consistent with the trend in society of more highly educated women.

For those spouses who are employed, the level of education that the job requires is considerably lower than the spouse's actual education (mean = 3.31, just above high school). This

indicates that many spouses are willing to be employed in jobs that require less education or training than they have. Even so, it is interesting to note that a full 70 percent of dual career spouses have jobs requiring at least a college degree compared to 16.5 percent for dual income spouses. Furthermore, 43.5 percent of dual income spouses have jobs requiring a high school education compared with only seven percent of dual career spouses. Table 4.12 summarizes the above results.

Table 4.12

(A) Spouse's Level of Training/Education and (B) Level of Education Spouse's Job Requires

| | Single Income | | Dual Income | | Dual Career | |
|---------------------------|------------------|-----|----------------|------|----------------|-----|
| | (A) | (B) | (A) | (B) | (A) | (B) |
| Postgraduate Degree | 3% | NA | 3% | 0% | 27% | 17% |
| College Degree | 34 | NA | 29 | 16.5 | 45 | 53 |
| Technical School | 22 | NA | 26 | 31 | 17 | 23 |
| High School | 40 | NA | 40 | 43.5 | 11 | 7 |
| Less than High School | 1 | NA | 2 | 8 | 0 | 0 |
| ----- | | | | | | |
| Mean (value on scale 1-9) | 1.49 | | 4.80 | | 6.80 | |
| STD Deviation | 1.89 | | 1.85 | | 1.84 | |
| STD Error | .11 | | .17 | | .16 | |

Appendix A and B: Questions 12 and 30

These results indicate that there is a significant difference between the education level of dual income and dual career spouses, and single income and dual career spouses. There is also a significant difference in the level of education that the job requires for dual income and dual career spouses (Table 4.13).

Table 4.13 (A)
Comparison of Mean Level of Education Score by Lifestyle

| | (N) | Mean | STD Deviation | t | 2-Tail Prob. |
|--|-----|------|---------------|-------|--------------|
| Single Income | 298 | 4.97 | 1.89 | | |
| vs | | | | -9.31 | 0.00 |
| Dual Career | 132 | 6.80 | 1.84 | | |
| ----- | | | | | |
| Dual Income | 115 | 4.80 | 1.85 | | |
| vs | | | | -8.49 | 0.00 |
| Dual Career | 132 | 6.80 | 1.84 | | |
| 1.=<HS 2.=HS 3.=Tech. 4.=College 5.=Postgraduate | | | | | |

Table 4.13 (B)
Comparison of Mean Level of Education Spouse's Job Requires
by Lifestyle

| | (N) | Mean | STD Deviation | t | 2-Tail Prob. |
|--|-----|------|---------------|--------|--------------|
| Dual Income | 115 | 2.60 | .94 | | |
| vs | | | | -10.34 | 0.00 |
| Dual Career | 132 | 3.92 | 1.06 | | |
| 1.=<HS 2.=HS 3.=Tech. 4.=College 5.=Postgraduate | | | | | |

F. WHY SPOUSE WORKS OUTSIDE THE HOME

Dual income and dual career spouses were examined to determine if there were differences in the reason why they worked. Of the dual career spouses, 70 percent worked for self-esteem, independence or just for the enjoyment. This compares with 36 percent for dual income spouses. Forty-one percent of the dual income spouses worked for the additional income and 23 percent because the income was needed. On the other hand, 17 percent of dual career spouses work because the income was required and only 12 percent worked simply for the additional income.

These results are not surprising especially when considering that dual career spouses are more highly educated and tend to

have jobs that require a higher level of education than the dual income spouse.

G. AREAS OF POSSIBLE CONFLICT

With the increase in the number of working wives, the services can no longer assume that they will accept the traditional role of the military wife. These women are no longer willing to stay at home or to place their needs second to the military member's career. This can lead to problems for both the military, and the servicemen and their families. This section is intended to examine some of the areas that could lead to conflict.

When the respondents were asked if they and their spouses were experiencing any serious conflicts as a result of their combined careers/jobs, a significant difference was noted between the dual income and dual career families (Table 4.14).

Table 4.14

Are You and Your Spouse Experiencing Serious Conflict as a Result of Your Combined Careers/Jobs?

| | Dual Income | Dual Career |
|-----|-------------|-------------|
| Yes | 10% | 36% |
| No | 90 | 64 |
| (N) | 115 | 132 |

Appendix A and B: Question 34

Of the respondents who stated that they were experiencing serious conflict, the reason most often given was relocating or transfers; overload was the second most frequent answer and child care was third.

When only the dual career respondents were asked what the most pressing problem was in pursuing a two career lifestyle, it was still relocating. Time together, child care and loss of seniority were also frequently mentioned (Appendix B, Question 27).

Since it was anticipated that transfers would create the greatest problem, the respondents were asked what would happen to their spouse's career if they had to be transferred to a new location. The overwhelming response (60 percent) was that the spouse would reestablish the career at a new location. Six percent indicated that they would maintain two residences and six percent stated they would end their career or get out of the Coast Guard (Table 4.15).

Table 4.15

What Would Happen to Spouse's Career if You Were Transferred to a New Duty Station?

| | Total | |
|---|-------|-----|
| | # | % |
| Spouse would reestablish career at new location | 75 | 60 |
| Lose of seniority/tenure | 17 | 14 |
| No impact | 17 | 14 |
| Maintain two residences | 8 | 6 |
| End career | 4 | 3 |
| Military member would get out of Coast Guard | 3 | 3 |
| (N) | 124 | 100 |

Appendix A and B: Question 24

Next, respondents with career spouses were asked to indicate the degree to which their spouse's career was compatible

with their military career. Sixty-five percent indicated that their spouse's careers were either very compatible or somewhat compatible. In contrast, only 23 percent indicated that the careers were incompatible.

Overload and time together were also expected to be areas of possible conflict. The number of hours per week that the respondent and spouse worked was used to give an indication of the amount of time they spent at work and thus the amount of time they had available for other activities. It was found that the dual career and dual income respondents essentially worked the same number of hours. However, there is a significant difference in the number of hours that the spouses worked between the two lifestyles. Table 4.16 (A) presents the breakdown of the number of hours that the respondent and spouse work while Table 4.16 (B) presents the comparison of the mean hours per week of the two.

Table 4.16 (A)

Number of Hours Respondent and Spouse Spend on the Job Per Week
by Lifestyle

| | Respondent | | | | Spouse | | | |
|-----------------|--------------------|----|--------------------|----|--------------------|----|--------------------|----|
| | Dual Income (N) | % | Dual Career (N) | % | Dual Income (N) | % | Dual Career (N) | % |
| Less than 20(1) | 0 | 0 | 0 | 0 | 25 | 22 | 9 | 8 |
| 20-40 (2) | 3 | 3 | 6 | 4 | 66 | 57 | 46 | 34 |
| 40-50 (3) | 66 | 57 | 63 | 48 | 20 | 17 | 70 | 53 |
| Over 50(4) | 46 | 40 | 63 | 48 | 4 | 3 | 7 | 5 |

Appendix A and B: Questions 31 and 32

Table 4.16 (B)

Comparison of Mean Hours Per Week Respondent and Spouse Spend on Job by Lifestyle

| | (N) | Mean | STD Deviation | t | 2-Tail Prob. |
|-------------------|----------------|----------------|---------------|-------------------|--------------|
| <u>Respondent</u> | | | | | |
| Dual Income | 115 | 3.33 | .54 | | |
| vs | | | | -.63 | 0.53 |
| Dual Career | 132 | 3.43 | .58 | (not significant) | |
| <u>Spouse</u> | | | | | |
| Dual Income | 115 | 2.02 | .73 | | |
| vs | | | | -5.78 | 0.00 |
| Dual Career | 132 | 2.56 | .74 | | |
| 1.=<20 hours | 2.=20-40 hours | 3.=40-50 hours | 4.=>50 hours | | |

When examining the number of hours that dual career couples work, it is not surprising that they complain of overload and not enough time together. Ninety-six percent of the respondents and 58 percent of the spouses spend 40 or more hours per week on the job.

Also, the respondents were asked how they divided the chores such as housework, child care, errands, house and car maintenance, and other routine chores. The results are presented in Table 4.17 which indicates that there was no significant difference between the two lifestyles.

Table 4.17
Division of Household Chores

| | <u>Dual Income</u> | | <u>Dual Career</u> | |
|--|--------------------|----|--------------------|-----|
| | (N) | % | (N) | % |
| Share 50/50 | 61 | 62 | 74 | 61 |
| Traditional (wife-inside, husband-outside jobs) | 29 | 29 | 28 | 23 |
| 1/3 Husband, 2/3 Wife | 7 | 7 | 14 | 11 |
| 2/3 Husband, 1/3 Wife | 2 | 2 | 3 | 2.5 |
| Housekeeper | 0 | 0 | 3 | 2.5 |

Appendix A and B: Question 33

It was anticipated that there would be a significant difference between the two lifestyles with respect to families sharing the chores 50/50 and the families maintaining the traditional roles. It was thought that dual career families would share the chores 50/50 based on the large number of hours that the spouse worked. Also, it was thought that the dual income families would fit the traditional role with the spouse doing the majority of the work.

When dual career respondents were asked which member was most likely to place the needs of their career second to the spouse's career and then second to the family needs, the female was selected by a wide margin in both cases (Table 4.18).

Table 4.18
Career Priorities

| | Career Needs Placed Second to Spouse's Career | | Career Needs Placed Second to Family Needs | |
|--------|--|-----|---|-----|
| | (N) | % | (N) | % |
| Male | 10 | 8 | 18 | 19 |
| Female | 116 | 88 | 93 | 70 |
| Both | 6 | 4 | 21 | 16 |
| (N) | 132 | 100 | 132 | 100 |

Appendix A and B: Question 22 and 23

There is no historical data to compare these results, but based on trend towards women becoming more "liberated," it would be expected that these results will change more to an equalitarian situation in the future.

In Chapter II it was noted that the member's attitude toward the spouse's career/job is a source of potential conflict.

However, in this case, at least 95 percent of the respondents of dual income and dual career families indicated that they felt either very positive or approved of their spouses being employed (Table 4.19).

Table 4.19

| Respondent's Attitude Toward Spouse Having a Career/Job | | | | |
|---|-------------|------------|-------------|------------|
| | Dual Income | | Dual Career | |
| | (N) | % | (N) | % |
| Very Positive (9) | 32 | 28 | 88 | 69 |
| All right (7) | 77 | 67 | 42 | 32 |
| No opinion (5) | 1 | 1 | 0 | 0 |
| Prefer spouse not to work (3) | 3 | 3 | 2 | 1 |
| Very negative (1) | 1 | 1 | 0 | 0 |
| | <u>114</u> | <u>100</u> | <u>132</u> | <u>100</u> |

Appendix A and B: Question 36

Based on the small number of negative responses, it does not appear that the respondent's attitude towards the spouse's career presents a problem.

To conclude this section, dual career respondents were asked what advice they would give other couples in the military who are maintaining a two career lifestyle. The most frequent answer was to be flexible and be prepared to make sacrifices. It was also felt that continuous communication is needed in order to head off any problems. Twelve percent of the respondents felt that the Coast Guard was not flexible enough and that the sacrifices were too great and therefore recommended getting out of the service (Table 4.20).

Table 4.20

Advice to Others Attempting to Maintain a Dual Career Lifestyle

| | (N) | % |
|--|-----------|------------|
| Flexibility/Sacrifice | 33 | 34 |
| Communicate | 23 | 24 |
| Get out of Coast Guard | 11 | 12 |
| Marry spouse with career relocation opportunities | 11 | 12 |
| Good Luck | 10 | 11 |
| Allow freedom for spouse to pursue career (let spouse know her career is important also) | 8 | 7 |
| | <u>96</u> | <u>100</u> |

Appendix A and B: Question 28

H. POLICY QUESTIONS

The following two policy areas dealing with dual careers were included in the survey in order to determine the opinion of the officer corps.

1. Detailers

The first question asked of the respondents was if detailers should consider two career families when determining assignments. As expected, 90 percent of dual career respondents believed their lifestyle should be considered. Only 67 percent of dual income and 60 percent of single income respondents answered affirmatively (Table 4.21). This represents a significant difference between single income and dual career members, and dual income and dual career members (Table 4.22).

It is interesting to note that when dual career respondents were queried if they had ever mentioned their spouse's

career to their detailers in either discussions or on the Officer Assignment Data Card, only 54 percent stated that they had. Eight respondents made comments that there was no need to inform the detailers since it would not do any good even if they did. Detailers have a difficult job trying to balance the serviceman's need with the Coast Guard's needs. If the member chooses not to communicate his or her need to the detailer, they guarantee that the detailer will not be responsive to their needs.

Many of the respondents qualified their answers to this question. That is, they only agree as long as the assignments are not to the detriment of single officers or the single and dual income members. Their comments seemed to represent the belief that married officers received more consideration and better assignments than single officers.

Table 4.21

Detailers Should Consider Two Career Families When Determining Assignments

| | <u>Single Income</u> | | <u>Dual Income</u> | | <u>Dual Career</u> | |
|--------|----------------------|----|--------------------|----|--------------------|----|
| | (N) | % | (N) | % | (N) | % |
| YES(0) | 179 | 60 | 77 | 67 | 119 | 90 |
| NO (1) | 119 | 40 | 38 | 33 | 13 | 10 |

Appendix A and B: Question 13

Table 4.22

Comparison of Mean Response of Question Concerning if Detailers Should Consider Dual Careers When Determining Assignments

| | (N) | Mean | STD Deviation | t | 2-Tail Prob. |
|---------------|-----|------|---------------|------|--------------|
| Single Income | 298 | .40 | .49 | | |
| vs | | | | 7.74 | 0.00 |
| Dual Career | 132 | .10 | .30 | | |
| Dual Income | 115 | .33 | .47 | | |
| vs | | | | 4.51 | 0.00 |
| Dual Career | 132 | .10 | .30 | | |

(Yes=0, No=1)

2. Assignment of Spouses to the Same Ship, Office or Unit

It is the Coast Guard's policy not to assign joint spouses to the same ship and only to different ships at the same time upon request. Also, it is policy not to assign members to the same unit if one will supervise the other.

In this study it was found that only 1.47 percent (N=8) had spouses in the military. Seven of the eight strongly disagreed that joint spouses should be assigned to the same ship and all but one were neutral as to whether they should be assigned to the same unit or office.

When the entire sample population was asked if joint spouses should be assigned to the same ship, the mean response was 3.36 (somewhat disagree) using the nine point scale. Overall, 42 percent responded that they strongly disagreed and only six percent strongly agreed (Table 4.23).

Table 4.23
Joint Spouses Assigned to the Same Ship

| | Single Income | | Dual Income | | Dual Career | |
|-------------------|---------------|----|-------------|----|-------------|----|
| | (N) | % | (N) | % | (N) | % |
| Strongly Agree | 17 | 6 | 7 | 6 | 7 | 5 |
| Somewhat Agree | 29 | 10 | 10 | 9 | 21 | 16 |
| Neutral | 63 | 21 | 31 | 27 | 23 | 17 |
| Somewhat Disagree | 58 | 19 | 23 | 20 | 25 | 19 |
| Strongly Disagree | 131 | 44 | 44 | 38 | 56 | 42 |

Appendix A and B: Question 14

The respondents indicated that they were fairly evenly divided on the issue of assigning joint spouses to the same

office or unit resulting the mean score of 4.45 (neutral) (Table 4.24). This question perhaps should have been divided into two questions. Approximately 15 respondents indicated that they agreed that joint spouses should be assigned to the same unit but not the same office because of the supervisory problem.

Table 4.24
Joint Spouses Assigned to the Same Office or Unit

| | <u>Single Income</u> | | <u>Dual Income</u> | | <u>Dual Career</u> | |
|-------------------|----------------------|----|--------------------|----|--------------------|----|
| | (N) | % | (N) | % | (N) | % |
| Strongly Agree | 32 | 11 | 10 | 9 | 19 | 14 |
| Somewhat Agree | 65 | 22 | 22 | 19 | 24 | 18 |
| Neutral | 59 | 20 | 33 | 29 | 34 | 26 |
| Somewhat Disagree | 70 | 23 | 20 | 17 | 22 | 17 |
| Strongly Disagree | 72 | 24 | 30 | 26 | 33 | 25 |

Appendix A and B: Question 15

The differences among the lifestyles for the two questions were not significant.

V. RECOMMENDATIONS AND CONCLUSIONS

A. RECOMMENDATIONS

Based on the findings of this thesis, it was found that Coast Guard officers, as a group, are very satisfied with the Coast Guard as a career. Ninety-three percent of all respondents indicated that they intended staying in the service for a 20 or more year career. Given this degree of satisfaction and accounting for the limited resources of the Coast Guard, the following recommendations are submitted:

1. Members who have spouses with careers and want detailers to consider this fact when determining assignments, must communicate with the detailer. The prescribed method is the Officer Assignment Data Card (CG-3698A). Blocks 16 and 18 are to be used by the member to communicate any information he or she feels is pertinent in helping the detailer decide where best to assign the individual. It was interesting that 90 percent of dual career respondents thought that detailers should consider their lifestyle when determining assignments. However, only 54 percent indicated that they ever mentioned their spouse's career to the detailer.

2. Transfers were stated as being the area that presented the most problems in pursuing a two career lifestyle. The initial response is to make the tour lengths longer. However, the Coast Guard already has the most liberal transfer policy

of all the other services with regard to tour length. The average tour for shore duty is between three and four years, and afloat duty is two years. Also, it is not unusual for someone to be assigned back-to-back assignments in the same geographic area. Since changing tour lengths would change career paths/patterns, it is recommended that this subject be given further research to determine the implications.

3. It is recommended that the policy of not assigning joint spouses to the same ship remain unchanged. Only officers would be able to be assigned together if they wanted to share the same room because of the berthing arrangements aboard the cutters. Therefore, enlisted personnel would be discriminated against. Furthermore, this study indicates that joint spouses make up only 1.5 percent (approximately 75 couples) of the total officer population. Of the eight respondents in this study with military spouses, all but one strongly disagreed with assigning married couples to the same ship. This indicates that even those in the situation do not favor a policy of assigning them to the same ship.

4. The policy of assigning joint spouses to the same office or unit as long as they do not supervise each other is also a liberal policy. It would be interesting to conduct a survey to evaluate this policy. That is, evaluate specifically how the couple handles the situation as well as the effect on the organization. As stated in Chapter II, this policy is similar to many civilian companies.

5. In order to keep abreast of the problems and concerns of those in the Coast Guard, it is recommended that an annual or bi-annual survey be adopted. A survey similar to the Air Force's annual Quality of Life Survey could be used which addresses many of the concerns of military personnel.

B. AREAS FOR FURTHER RESEARCH

In addition to the two suggestions in the previous section concerning studies on the desirability of longer tour lengths and the policy of assigning joint spouses to the same unit or office, the following areas need further research:

1. This thesis only dealt with the Coast Guard officer corps (O-1 to O-6). A similar study is needed for enlisted personnel and warrant officers.

2. Several of the returned surveys were from members who had just recently been divorced. Although the surveys were unable to be used in this study, some recommended that research was needed concerning the trend towards more single parents and its effect on the military. With the high divorce rate and more women entering the service, the number of single parents, both men and women, will be increasing in the military just as it is in the civilian population.

3. Transfers were the number one problem cited by dual career families. Because of the Coast Guard's small size and limited resources, a joint service research project into the feasibility of utilizing a job placement company seems warranted.

This system would be similar to the service being provided to outside companies to help their employee's spouse's find jobs at new locations.

4. Research is needed to determine why people leave the service. There is no data on how many people have decided to leave the Coast Guard because of problems in trying to maintain a dual career lifestyle. By knowing the problems of its people, the services can develop policies to relieve these problems where possible.

C. CONCLUSIONS

This thesis has examined some of the differences among single income, dual income and dual career families within the Coast Guard officer corps. It was shown in Chapter I that the number of dual income/career families now exceeds single income families in the civilian population. Although, in the Coast Guard, single income families outnumber the other two lifestyles, it can be anticipated that this will not be true much longer if this trend continues.

The Coast Guard is aware that the quality of life plays an important role in the decision of its personnel to stay in the service and how they do their jobs. Admiral Hayes, the Commandant of the Coast Guard, in his Coast Guard Day message this year stated, "...Today I affirm the importance of our 'people programs' and pledge to dedicate my efforts to continue to improve your quality of life." (Commandant's Bulletin, 1981)

Dual career families are a new concept and they are on the increase. This can present some unique problems to the individual and his family, as well as to the organization. Based on the results of this thesis, the Coast Guard appears to be doing a good job of personnel management. Coast Guard officers indicated that they are satisfied with the Coast Guard and are very career oriented. However, dual career families tend to be a little less satisfied and experience more conflict in their marriages than the other two lifestyles.

It is imperative that the Coast Guard be aware of this trend and to understand its implications in order that effective personnel policies can be implemented.

APPENDIX A: QUESTIONNAIRE

Coast Guard Family Research Survey

This survey is being conducted as part of my thesis at the Naval Postgraduate School, Monterey, California. The objective of the thesis is to determine not only the number of dual career, dual income and single income families within the Coast Guard Officer corps, but also examine differences in these lifestyles.

The survey is designed to be completed in approximately 15 minutes. Your time in filling out the survey is greatly appreciated. All responses will be carefully controlled and will remain confidential. Any additional comments are welcomed. Thank you.

Harlan Henderson
Lt., USCG

Encl.: (1) Survey
(2) Pre-addressed Return Envelope

PART I GENERAL
To be completed by all officers

1. Rank _____ 2. Sex _____ 3. Age _____
4. Number of children living with you: _____
5. Age(s) of children: _____
6. If you do not have children, do you plan to have any?
Yes/No (If YES, please answer questions in Section 3.)
How Many? _____
7. If you have children, what is the total number of children
you plan to have? _____
8. What are your career intentions?
_____ a. 20 or more year career
_____ b. less than a 20 year career
_____ c. less than a 10 year career
_____ d. less than a 5 year career
9. How satisfied are you with your Coast Guard career? (Please
Circle)
- | | | | | |
|-------------------|-----------------------|---------|--------------------------|----------------------|
| Very Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very Dissatisfied |
|-------------------|-----------------------|---------|--------------------------|----------------------|
10. How satisfied are you personally with the quality of your
family life in the Coast Guard as it is today?
- | | | | | |
|-------------------|-----------------------|---------|--------------------------|----------------------|
| Very Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very Dissatisfied |
|-------------------|-----------------------|---------|--------------------------|----------------------|
11. What would you say is your spouse's attitude toward the
Coast Guard as a career?
- | | | | | |
|------------------|----------------------|---------|----------------------|------------------|
| Very Positive | Somewhat Positive | Neutral | Somewhat Negative | Very Negative |
|------------------|----------------------|---------|----------------------|------------------|

12. What level of training/education has your spouse completed?

- _____ a. less than high school
- _____ b. high school
- _____ c. technical school or specialty school
- _____ d. college degree
- _____ e. postgraduate degree

13. In your opinion, should detailers consider two career families when determining assignments?

- _____ a. yes
- _____ b. no

14. Should husband and wives who are both in the military be assigned to the same ship?

| | | | | |
|----------|----------|---------|----------|----------|
| Strongly | Somewhat | | Somewhat | Strongly |
| Agree | Agree | Neutral | Disagree | Disagree |

15. Should husband and wives who are both in the military be assigned to the same unit or office?

| | | | | |
|----------|----------|---------|----------|----------|
| Strongly | Somewhat | | Somewhat | Strongly |
| Agree | Agree | Neutral | Disagree | Disagree |

16. Is your spouse currently employed outside the home?

- _____ a. yes
- _____ b. no

PART 2

To be completed by officers whose spouses are employed.

17. Would you describe you and your spouse as a two career family as opposed to a two income family? (Two career family - both spouses have prepared themselves with special skills, have a commitment to that line of work and have some future plans for development of these careers. Two income family - both spouses work but at least one spouse does not have career intentions.)
- _____ a. two career
- _____ b. two income, skip to question 29.
18. If your spouse is active duty military, what are his/her career intentions?
- _____ a. N/A
- _____ b. 20 or more year career in the service
- _____ c. less than a 20 year career
- _____ d. less than a 10 year career
- _____ e. until the end of current obligation
- _____ f. until having children
19. If your spouse is civilian, what are his/her career intentions?
- _____ a. N/A
- _____ b. full career until retirement
- _____ c. less than a full career (until retirement)
- _____ d. until the end of any contract or commitment
- _____ e. until having children
20. How many years have you maintained the two career family lifestyle? _____

21. How would you describe you and your spouse?

- _____ a. both are highly committed to our respective careers
- _____ b. the male is highly committed to his career and the female commits more of her effort toward the family or, is willing to place her career secondary to her husband's career
- _____ c. both emphasize family
- _____ d. both emphasize family and career
- _____ e. _____
- _____

22. Which member is most likely to place the needs of their career second to their spouse's career?

- _____ a. male
- _____ b. female

23. Which member is most likely to place the needs of their career second to the needs of the family?

- _____ a. male
- _____ b. female

24. What would happen to your spouse's career if you were transferred to a new duty station which required you to relocate?

25. To what degree is your spouse's career compatible with your military career?

| | | | | |
|------------|------------|---------|--------------|--------------|
| Very | Somewhat | | Somewhat | Very |
| Compatible | Compatible | Neutral | Incompatible | Incompatible |

26. Have you ever mentioned your spouse's career to your detailer either in discussions or on your Officer Assignment Data Card?
- _____ a. yes
- _____ b. no
- _____ c. comment _____
- _____
27. What have you found to be the most pressing problems in pursuing a two career lifestyle? _____
- _____
28. What advice would you give other couples in the military who are maintaining a two career lifestyle? _____
- _____
- _____
29. What is the primary reason your spouse works outside the home?
- _____ a. required income
- _____ b. nice to have additional income
- _____ c. independence
- _____ d. self esteem
- _____ e. enjoy work
- _____ f. other _____
30. What level of education does your spouse's job require?
- _____ a. less than high school
- _____ b. high school
- _____ c. technical school and/or any special school
- _____ d. college degree
- _____ e. postgraduate degree

31. How many hours a week do you spend on the job?

- _____ a. less than 20 hours
- _____ b. 20 to 40 hours
- _____ c. 40 to 50 hours
- _____ d. over 50 hours

32. How many hours a week does your spouse spend on the job?

- _____ a. less than 20 hours
- _____ b. 20 to 40 hours
- _____ c. 40 to 50 hours
- _____ d. over 50 hours

33. How do you and your spouse divide housework, child care, errands, house and car maintenance and other routine chores?

34. Are you and your spouse experiencing serious conflict as a result of your combined careers/jobs?

- _____ a. yes (if yes, please answer next question)
- _____ b. no (if no, please skip next question)

35. If you answered the above question yes, which, if any, of the following are serious problems? (Check as many responses as are applicable to your situation.)

- _____ a. relocating, transfers
- _____ b. commuting

(continued on next page)

- _____ c. child care
 - _____ d. overload (too much work, lack of leisure time)
 - _____ e. separation
 - _____ f. jealousy of career success; i.e., pay, promotions, status
 - _____ g. jealousy of people with whom each works
 - _____ h. social acceptability
 - _____ i. other _____
-

36. How do you feel towards your spouse having a career/job?

- _____ a. very positive, prefer my spouse to work outside the home
- _____ b. all right as long as my spouse prefers to work and there are no serious negative effects
- _____ c. no opinion
- _____ d. would prefer spouse not to work outside the home
- _____ e. very negative, will not allow it

Section 3

To be completed by those families planning to have children or
who already have children.

37. Which best fits your family pattern?

- _____ a. The female did/will discontinue her career when/
if children are born, with no intentions of re-
turning to her career.
- _____ b. The female did/will interrupt her career beyond
what can be allowed for by leave of absence or
vacation until children are of an appropriate
age, and then resume her career.
- _____ c. The female did/will interrupt her career minimally
or not at all when/if she has children.
- _____ d. N/A

38. If the female would interrupt her career until the children
are of an appropriate age, what do you consider the appro-
priate age to be?

39. If you have children, what type of childcare facilities do
you use most frequently?

- _____ a. N/A
- _____ b. military child care center
- _____ c. civilian child care center
- _____ d. baby sitter
- _____ e. close relative
- _____ f. other _____

40. Are you satisfied with the type of child care facilities you
are using?

- _____ a. N/A
- _____ b. yes
- _____ c. no

41. If you are dissatisfied with the child care services available to you now, which of the following types of services would best meet your needs?

- _____ a. 24 hour professional child care center
- _____ b. day-care only (professionally run by civilian or military)
- _____ c. baby sitter
- _____ d. other _____

APPENDIX B: BREAKDOWN OF RESULTS
FROM THE QUESTIONNAIRE

Part I

Q2: Sex (Male = 1, Female = 0)

Single Income (N=298)

| | 01 | 02 | 03 | 04 | 05 | 06 | Total |
|---------------|------|-------|-------|-------|-------|-------|---------|
| Mean | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.00 |
| STD Deviation | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| STD Error | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| # Male/% | 15/5 | 41/14 | 93/31 | 62/21 | 49/16 | 38/13 | 298/100 |
| # Female/% | 0/0 | 0/0 | 0/0 | 0/0 | 0/0 | 0/0 | 0/0 |

Dual Income (N=115)

| | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-----|--------|
| Mean | 1.0 | 1.0 | .97 | 1.0 | 1.0 | 1.0 | .991 |
| STD Deviation | 0.0 | 0.0 | .2 | 0.0 | 0.0 | 0.0 | .093 |
| STD Error | 0.0 | 0.0 | .0 | 0.0 | 0.0 | 0.0 | .009 |
| # Male/% | 38/33 | 16/14 | 29/25 | 27/23 | 27/23 | 7/6 | 114/99 |
| # Female/% | 0/0 | 0/0 | 1/.1 | 0/0 | 0/0 | 0/0 | 1/1 |

Dual Career (N=132)

| | | | | | | | |
|---------------|--------|-------|-------|-------|-------|-----|--------|
| Mean | .8 | .8 | .9 | 1.0 | 1.0 | 1.0 | .916 |
| STD Deviation | .4 | .4 | .2 | 0.0 | 0.0 | 0.0 | .278 |
| STD Error | .1 | .1 | .0 | 0.0 | 0.0 | 0.0 | .024 |
| # Male/% | 10/7.5 | 21/16 | 47/36 | 22/17 | 16/12 | 5/4 | 121/92 |
| # Female/% | 2/1 | 6/5 | 3/3 | 0/0 | 0/0 | 0/0 | 11/8 |

Q3: Age of Respondent

Single Income

| | 01 | 02 | 03 | 04 | 05 | 06 | Total |
|---------------|------|-----|-----|------|------|------|-------|
| Mean | 28.7 | 29 | 31 | 35.3 | 40.6 | 47.7 | 35.43 |
| STD Deviation | 2.4 | 3.6 | 3.1 | 3.5 | 4.1 | 4.4 | 6.95 |
| STD Error | .6 | .6 | .3 | .4 | .6 | .6 | .40 |

Dual Income

| | | | | | | | |
|---------------|------|------|------|------|------|------|-------|
| Mean | 30.4 | 29.7 | 32.3 | 35.7 | 40.8 | 45.3 | 35.42 |
| STD Deviation | 5.8 | 3.4 | 4.0 | 3.6 | 3.1 | 1.9 | 5.95 |
| STD Error | 2.0 | .9 | .7 | .7 | .6 | .7 | .55 |

Dual Career

| | | | | | | | |
|---------------|------|------|-----|------|------|------|-------|
| Mean | 28.4 | 28.3 | 32 | 35.4 | 41.2 | 48.6 | 33.17 |
| STD Deviation | 6.6 | 3.5 | 3.4 | 2.8 | 2.8 | 1.7 | 6.07 |
| STD Error | 1.9 | .7 | .5 | .6 | .7 | .7 | .53 |

Q4: Total Children

| | 01 | 02 | <u>Single Income</u> | | 05 | 06 | Total |
|---------------|-----|-----|----------------------|-----|-----|-----|-------|
| | | | 03 | 04 | | | |
| Mean | 1.9 | 1.7 | 2.0 | 2.1 | 2.2 | 3.0 | 2.14 |
| STD Deviation | 1.1 | .9 | .9 | 1.0 | .8 | 1.5 | 1.09 |
| STD Error | .27 | .1 | .1 | .1 | .1 | .2 | .06 |

| | <u>Dual Income</u> | | | | | | |
|---------------|--------------------|-----|-----|-----|-----|-----|------|
| Mean | 1.1 | 1.3 | 1.6 | 1.8 | 2.2 | 3.7 | 1.82 |
| STD Deviation | 1.2 | 1.0 | 1.3 | 1.1 | 1.1 | 1.1 | 1.25 |
| STD Error | .4 | .3 | .2 | .2 | .2 | .4 | .12 |

| | <u>Dual Career</u> | | | | | | |
|---------------|--------------------|----|-----|-----|-----|-----|------|
| Mean | .7 | .5 | 1.2 | 1.5 | 2.5 | 2.8 | 1.29 |
| STD Deviation | 1.2 | .8 | 1.0 | 1.2 | 1.0 | .8 | 1.21 |
| STD Error | .3 | .2 | .1 | .3 | .2 | .4 | .11 |

Q5: Ages of Children: # of Families with

| | 01 | <u>Single Income</u> (N=298) | | | | 06 | Total |
|--------------|----|------------------------------|----|----|----|----|--------|
| | | 02 | 03 | 04 | 05 | | (N) % |
| No Children | 1 | 5 | 3 | 3 | 1 | 0 | 13 4 |
| Ages 0-6 | 13 | 34 | 86 | 37 | 14 | 0 | 184 62 |
| Ages 7-18 | 8 | 11 | 38 | 44 | 44 | 29 | 174 58 |
| Ages Over 18 | 0 | 0 | 0 | 1 | 8 | 30 | 39 13 |

| | <u>Dual Income</u> (N=115) | | | | | | |
|--------------|----------------------------|---|----|----|----|---|-------|
| No Children | 4 | 7 | 7 | 4 | 1 | 1 | 14 12 |
| Ages 0-6 | 4 | 8 | 16 | 11 | 5 | 0 | 44 38 |
| Ages 7-18 | 2 | 3 | 13 | 20 | 21 | 5 | 64 56 |
| Ages Over 18 | 0 | 0 | 1 | 0 | 6 | 6 | 13 11 |

| | <u>Dual Career</u> (N=132) | | | | | | |
|--------------|----------------------------|----|----|----|----|---|-------|
| No Children | 8 | 17 | 17 | 4 | 0 | 0 | 46 35 |
| Ages 0-6 | 3 | 9 | 25 | 9 | 3 | 0 | 49 37 |
| Ages 7-18 | 2 | 1 | 13 | 10 | 14 | 3 | 13 10 |
| Ages Over 18 | | | | | | | |

Q6 and 7: Planned # of Children

| | 01 | 02 | <u>Single Income</u> | | 05 | 06 | Total |
|---------------|-----|-----|----------------------|-----|-----|-----|-------|
| | | | 03 | 04 | | | |
| Mean | 2.6 | 2.4 | 2.5 | 2.3 | 2.5 | 3.0 | 2.52 |
| STD Deviation | 1.1 | .9 | .9 | 1.0 | 1.1 | 1.5 | 1.07 |
| STD Error | .3 | .1 | .1 | .1 | .2 | .2 | .06 |

| | | | <u>Dual Income</u> | | | | |
|---------------|-----|-----|--------------------|-----|-----|-----|-------|
| | | | 03 | 04 | 05 | 06 | Total |
| Mean | 2.0 | 2.3 | 2.4 | 2.0 | 2.2 | 3.7 | 2.29 |
| STD Deviation | 1.2 | .7 | 1.3 | .9 | 1.0 | 1.1 | 1.14 |
| STD Error | .4 | .2 | .2 | .2 | .2 | .4 | .11 |

| | | | <u>Dual Career</u> | | | | |
|---------------|-----|-----|--------------------|-----|-----|-----|-------|
| | | | 03 | 04 | 05 | 06 | Total |
| Mean | 1.6 | 1.7 | 1.9 | 1.7 | 2.5 | 2.8 | 1.92 |
| STD Deviation | 1.2 | 1.1 | 1.0 | 1.2 | 1.0 | .8 | 1.11 |
| STD Error | .4 | .2 | .1 | .3 | .2 | .4 | .10 |

Q8: Respondent's Career Intention

| | | <u>Single Income (N=298)</u> | | | | | | Total |
|-------------------------|-----|------------------------------|-----|-----|-----|-----|-----|--------|
| | | 01 | 02 | 03 | 04 | 05 | 06 | (N) % |
| 20 or more yr. career | (4) | 13 | 34 | 84 | 62 | 49 | 38 | 280 94 |
| Less than 20 yr. career | (7) | 0 | 1 | 4 | 0 | 0 | 0 | 5 2 |
| Less than 10 yr. career | (5) | 1 | 5 | 4 | 0 | 0 | 0 | 10 3 |
| Less than 5 yr. career | (3) | 1 | 1 | 0 | 0 | 0 | 0 | 3 1 |
| Mean | | 8.3 | 8.3 | 8.7 | 9.0 | 9.0 | 9.0 | 8.77 |
| STD Deviation | | 1.8 | 1.6 | 1.1 | 0.0 | 0.0 | 0.0 | .98 |
| STD Error | | .5 | .2 | .1 | 0.0 | 0.0 | 0.0 | .06 |

| | | <u>Dual Income (N=115)</u> | | | | | | Total |
|-------------------------|-----|----------------------------|-----|-----|-----|-----|-----|--------|
| | | 01 | 02 | 03 | 04 | 05 | 06 | (N) % |
| 20 or more yr. career | (9) | 8 | 14 | 25 | 26 | 27 | 7 | 107 93 |
| Less than 20 yr. career | (7) | 0 | 2 | 2 | 1 | 0 | 0 | 5 4 |
| Less than 10 yr. career | (5) | 0 | 0 | 2 | 0 | 0 | 0 | 2 2 |
| Less than 5 yr. career | (3) | 0 | 0 | 1 | 0 | 0 | 0 | 1 1 |
| Mean | | 9.0 | 8.7 | 8.4 | 8.9 | 9.0 | 9.0 | 8.80 |
| STD Deviation | | 0.0 | .7 | 1.5 | .4 | 0.0 | 0.0 | .85 |
| STD Error | | 0.0 | .2 | .3 | .1 | 0.0 | 0.0 | .08 |

| | | <u>Dual Career (N=132)</u> | | | | | | Total |
|-------------------------|-----|----------------------------|-----|-----|-----|-----|-----|--------|
| | | 01 | 02 | 03 | 04 | 05 | 06 | (N) % |
| 20 or more yr. career | (9) | 9 | 21 | 46 | 22 | 16 | 5 | 119 90 |
| Less than 20 yr. career | (7) | 1 | 1 | 1 | 0 | 0 | 0 | 3 2 |
| Less than 10 yr. career | (5) | 2 | 1 | 3 | 0 | 0 | 0 | 6 5 |
| Less than 5 yr. career | (3) | 0 | 4 | 0 | 0 | 0 | 0 | 4 3 |
| Mean | | 8.2 | 7.9 | 8.7 | 9.0 | 9.0 | 9.0 | 8.59 |
| STD Deviation | | 1.6 | 2.2 | 1.0 | 0.0 | 0.0 | 0.0 | 1.33 |
| STD Error | | .5 | .4 | .1 | 0.0 | 0.0 | 0.0 | .12 |

Q9: Respondent's Satisfaction with Coast Guard Career

Single Income (N=298)

| | | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) % |
|-----------------------|-----|-----|-----|-----|-----|-----|-----|----------------|
| Very Satisfied | (9) | 6 | 20 | 49 | 37 | 35 | 34 | 181 61 |
| Somewhat Satisfied | (7) | 7 | 18 | 36 | 23 | 14 | 4 | 102 34 |
| Neutral | (5) | 1 | 2 | 6 | 1 | 0 | 0 | 10 3 |
| Somewhat Dissatisfied | (3) | 1 | 1 | 2 | 1 | 0 | 0 | 5 2 |
| Very Dissatisfied | (1) | 0 | 0 | 0 | 0 | 0 | 0 | 0 0 |
| Mean | | 7.4 | 7.8 | 7.8 | 8.1 | 8.4 | 8.8 | 8.08 |
| STD Deviation | | 1.7 | 1.4 | 1.4 | 1.2 | .9 | .6 | 1.29 |
| STD Error | | .4 | .2 | .1 | .2 | .1 | .1 | .07 |

Dual Income (N=115)

| | | | | | | | | |
|-----------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Very Satisfied | (9) | 6 | 10 | 14 | 13 | 20 | 6 | 69 60 |
| Somewhat Satisfied | (7) | 1 | 5 | 11 | 10 | 7 | 1 | 35 30 |
| Neutral | (5) | 1 | 1 | 2 | 2 | 0 | 0 | 6 5 |
| Somewhat Dissatisfied | (3) | 0 | 0 | 3 | 1 | 0 | 0 | 5 4 |
| Very Dissatisfied | (1) | 0 | 0 | 0 | 0 | 0 | 0 | 0 0 |
| Mean | | 8.3 | 8.0 | 7.4 | 7.6 | 8.5 | 8.7 | 7.92 |
| STD Deviation | | 1.5 | 1.6 | 1.9 | .3 | .9 | .7 | 1.57 |
| STD Error | | .5 | .4 | .4 | 1.6 | .2 | .3 | .15 |

Dual Career (N=132)

| | | | | | | | | |
|-----------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Very Satisfied | (9) | 6 | 9 | 21 | 9 | 10 | 5 | 60 45 |
| Somewhat Satisfied | (7) | 5 | 10 | 23 | 10 | 4 | 0 | 52 39 |
| Neutral | (5) | 1 | 3 | 1 | 3 | 1 | 0 | 9 7 |
| Somewhat Dissatisfied | (3) | 0 | 5 | 4 | 0 | 1 | 0 | 10 8 |
| Very Dissatisfied | (1) | 0 | 0 | 1 | 0 | 0 | 0 | 1 1 |
| Mean | | 7.8 | 6.7 | 7.3 | 7.5 | 7.9 | 9.0 | 7.41 |
| STD Deviation | | 1.3 | 2.2 | 1.9 | 1.4 | 1.8 | 0.0 | 1.85 |
| STD Error | | .4 | .4 | .3 | .3 | .4 | 0.0 | .16 |

Q10: Respondent's Satisfaction with Quality of Family Life in Coast Guard

| | | <u>Single Income</u> (N=298) | | | | | | | |
|-----------------------|-----|------------------------------|-----|-----|-----|-----|-----|-------|----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
| | | | | | | | | (N) | % |
| Very Satisfied | (9) | 3 | 16 | 27 | 18 | 14 | 25 | 103 | 35 |
| Somewhat Satisfied | (7) | 6 | 15 | 39 | 26 | 23 | 10 | 119 | 40 |
| Neutral | (5) | 4 | 4 | 10 | 4 | 5 | 2 | 29 | 10 |
| Somewhat Dissatisfied | (3) | 2 | 6 | 17 | 12 | 5 | 1 | 43 | 14 |
| Very Dissatisfied | (1) | 0 | 0 | 0 | 2 | 2 | 0 | 4 | 1 |
| ----- | | ----- | | | | | | ----- | |
| Mean | | 6.3 | 7.0 | 6.6 | 6.5 | 6.7 | 8.1 | 6.85 | |
| STD Deviation | | 2.0 | 2.1 | 2.1 | 2.3 | 2.1 | 1.4 | 2.13 | |
| STD Error | | .5 | .3 | .2 | .3 | .3 | .2 | .12 | |

| | | <u>Dual Income</u> (N=115) | | | | | | | |
|-----------------------|-----|----------------------------|-----|-----|-----|-----|-----|-------|----|
| Very Satisfied | (9) | 3 | 4 | 4 | 5 | 9 | 6 | 31 | 27 |
| Somewhat Satisfied | (7) | 3 | 5 | 20 | 14 | 13 | 1 | 56 | 49 |
| Neutral | (5) | 1 | 2 | 2 | 3 | 1 | 0 | 9 | 8 |
| Somewhat Dissatisfied | (3) | 1 | 5 | 3 | 3 | 4 | 0 | 16 | 14 |
| Very Dissatisfied | (1) | 0 | 0 | 1 | 2 | 0 | 0 | 3 | 3 |
| ----- | | ----- | | | | | | ----- | |
| Mean | | 7.0 | 6.0 | 6.5 | 6.3 | 7.0 | 8.7 | 6.65 | |
| STD Deviation | | 2.1 | 2.4 | 1.9 | 2.3 | 2.0 | .7 | 2.11 | |
| STD Error | | .8 | .6 | .3 | .4 | .4 | .3 | .20 | |

| | | <u>Dual Career</u> (N=132) | | | | | | | |
|-----------------------|-----|----------------------------|-----|-----|-----|-----|-----|-------|----|
| Very Satisfied | (9) | 5 | 3 | 13 | 4 | 3 | 4 | 22 | 24 |
| Somewhat Satisfied | (7) | 4 | 13 | 17 | 11 | 6 | 1 | 52 | 39 |
| Neutral | (5) | 1 | 5 | 9 | 3 | 1 | 0 | 19 | 14 |
| Somewhat Dissatisfied | (3) | 2 | 4 | 10 | 3 | 6 | 0 | 25 | 19 |
| Very Dissatisfied | (1) | 0 | 2 | 1 | 1 | 0 | 0 | 4 | 3 |
| ----- | | ----- | | | | | | ----- | |
| Mean | | 7.0 | 5.8 | 6.2 | 6.3 | 5.7 | 8.6 | 6.25 | |
| STD Deviation | | 2.3 | 2.2 | 2.3 | 2.2 | 2.4 | .9 | 2.28 | |
| STD Error | | .6 | .4 | .3 | .5 | .6 | .4 | .20 | |

Q11: Respondent's Spouse's Attitude Toward Coast Guard as a Career

| | | <u>Single Income</u> (N=298) | | | | | | | |
|-------------------|-----|------------------------------|-----|-----|-----|-----|-----|--------------|----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) | % |
| Very Positive | (9) | 4 | 11 | 28 | 24 | 17 | 23 | 107 | 36 |
| Somewhat Positive | (7) | 6 | 19 | 35 | 23 | 17 | 9 | 109 | 37 |
| Neutral | (5) | 3 | 8 | 12 | 8 | 5 | 3 | 39 | 13 |
| Somewhat Negative | (3) | 2 | 2 | 14 | 3 | 6 | 3 | 30 | 10 |
| Very Negative | (1) | 0 | 1 | 4 | 4 | 4 | 0 | 13 | 4 |
| ----- | | ----- | | | | | | ----- | |
| Mean | | 6.6 | 6.8 | 6.5 | 5.9 | 6.5 | 7.7 | 6.80 | |
| STD Deviation | | 2.0 | 1.9 | 2.3 | 2.3 | 2.6 | 1.9 | 2.26 | |
| STD Error | | .5 | .3 | .2 | .3 | .4 | .3 | .13 | |

| | | <u>Dual Income</u> (N=115) | | | | | | | |
|-------------------|-----|----------------------------|-----|-----|-----|-----|-----|-------|----|
| Very Positive | (9) | 3 | 6 | 8 | 5 | 8 | 5 | 35 | 30 |
| Somewhat Positive | (7) | 3 | 5 | 12 | 16 | 12 | 2 | 50 | 43 |
| Neutral | (5) | 1 | 4 | 3 | 3 | 5 | 0 | 16 | 14 |
| Somewhat Negative | (3) | 1 | 1 | 5 | 1 | 2 | 0 | 10 | 9 |
| Very Negative | (1) | 0 | 0 | 2 | 2 | 0 | 0 | 4 | 3 |
| ----- | | ----- | | | | | | ----- | |
| Mean | | 7.0 | 7.0 | 6.3 | 6.6 | 6.9 | 8.4 | 6.77 | |
| STD Deviation | | 2.1 | 1.9 | 2.5 | 2.1 | 1.8 | 1.0 | 2.10 | |
| STD Error | | .8 | .5 | .5 | .4 | .3 | .4 | .20 | |

| | | <u>Dual Career</u> (N=132) | | | | | | | |
|-------------------|-----|----------------------------|-----|-----|-----|-----|-----|-------|----|
| Very Positive | (9) | 8 | 7 | 14 | 7 | 4 | 2 | 42 | 32 |
| Somewhat Positive | (7) | 2 | 9 | 17 | 6 | 5 | 3 | 42 | 32 |
| Neutral | (5) | 2 | 7 | 9 | 5 | 2 | 0 | 25 | 19 |
| Somewhat Negative | (3) | 0 | 3 | 9 | 4 | 5 | 0 | 21 | 16 |
| Very Negative | (1) | 0 | 1 | 1 | 0 | 0 | 0 | 2 | 2 |
| ----- | | ----- | | | | | | ----- | |
| Mean | | 8.0 | 6.3 | 6.4 | 6.4 | 6.0 | 7.8 | 6.51 | |
| STD Deviation | | 1.6 | 2.2 | 2.3 | 2.2 | 2.4 | 1.1 | 2.22 | |
| STD Error | | .5 | .4 | .3 | .5 | .6 | .5 | .19 | |

Q12: Spouse's Level of Training/Education

| | | <u>Single Income</u> (N=298) | | | | | | | |
|-----------------------|-----|------------------------------|-----|-----|-----|-----|-----|-------|----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
| | | | | | | | | (N) | % |
| Postgraduate Degree | (9) | 1 | 0 | 4 | 4 | 0 | 0 | 9 | 3 |
| College Degree | (7) | 3 | 15 | 39 | 19 | 13 | 13 | 102 | 39 |
| Technical School | (5) | 3 | 9 | 18 | 12 | 16 | 8 | 66 | 22 |
| High School | (3) | 8 | 17 | 32 | 27 | 19 | 16 | 119 | 40 |
| Less than High School | (1) | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 |
| Mean | | 4.6 | 4.9 | 5.3 | 5.0 | 4.7 | 4.7 | 4.97 | |
| STD Deviation | | 2.0 | 1.8 | 1.9 | 2.0 | 1.7 | 1.9 | 1.89 | |
| STD Error | | .5 | .3 | .2 | .3 | .2 | .3 | .11 | |

| | | <u>Dual Income</u> (N=115) | | | | | | | |
|-----------------------|-----|----------------------------|-----|-----|-----|-----|-----|------|----|
| Postgraduate Degree | (9) | 0 | 0 | 1 | 2 | 0 | 0 | 3 | 3 |
| College Degree | (7) | 2 | 7 | 9 | 6 | 8 | 1 | 33 | 29 |
| Technical School | (5) | 3 | 6 | 9 | 7 | 4 | 1 | 30 | 26 |
| High School | (3) | 2 | 3 | 11 | 11 | 15 | 1 | 46 | 40 |
| Less than High School | (1) | 1 | 0 | 0 | 1 | 0 | 4 | 2 | 2 |
| Mean | | 4.5 | 5.5 | 5.0 | 4.8 | 4.5 | 4.0 | 4.80 | |
| STD Deviation | | 2.1 | 1.5 | 1.8 | 2.1 | 1.8 | 1.5 | 1.85 | |
| STD Error | | .7 | .4 | .3 | .4 | .3 | .6 | .17 | |

| | | <u>Dual Career</u> (N=132) | | | | | | | |
|-----------------------|-----|----------------------------|-----|-----|-----|-----|-----|------|----|
| Postgraduate Degree | (9) | 2 | 7 | 13 | 8 | 6 | 0 | 36 | 27 |
| College Degree | (7) | 3 | 13 | 27 | 9 | 3 | 4 | 59 | 45 |
| Technical School | (5) | 3 | 5 | 7 | 3 | 5 | 0 | 23 | 17 |
| High School | (3) | 4 | 2 | 3 | 2 | 2 | 1 | 14 | 11 |
| Less than High School | (1) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 5.5 | 6.8 | 7.0 | 7.1 | 6.6 | 6.2 | 6.80 | |
| STD Deviation | | 2.3 | 1.7 | 1.6 | 1.9 | 2.2 | 1.8 | 1.84 | |
| STD Error | | .7 | .3 | .2 | .4 | .6 | .8 | .16 | |

Q13: Should Detailers Consider Two Career Families When Determining Assignments?

| | | <u>Single Income</u> (N=298) | | | | | | Total | |
|---------------|-----|------------------------------|----|----|----|----|----|-------|----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | (N) | % |
| YES | (0) | 13 | 24 | 58 | 35 | 28 | 21 | 179 | 60 |
| NO | (1) | 2 | 17 | 35 | 27 | 21 | 17 | 119 | 40 |
| Mean | | .1 | .4 | .4 | .4 | .5 | .4 | .40 | |
| STD Deviation | | .4 | .5 | .8 | .5 | .8 | .5 | .49 | |
| STD Error | | .1 | .1 | .1 | .1 | .1 | .1 | .03 | |

Dual Income (N=115)

| | | | | | | | | | |
|---------------|-----|-----|----|----|----|----|----|-----|----|
| YES | (0) | 8 | 11 | 20 | 18 | 16 | 4 | 77 | 67 |
| NO | (1) | 0 | 5 | 10 | 9 | 11 | 3 | 38 | 33 |
| Mean | | 0.0 | .3 | .3 | .3 | .4 | .4 | .33 | |
| STD Deviation | | 0.0 | .5 | .5 | .5 | .5 | .5 | .47 | |
| STD Error | | 0.0 | .1 | .1 | .1 | .1 | .2 | .04 | |

Dual Career (N=132)

| | | | | | | | | | |
|---------------|-----|-----|----|----|-----|----|----|-----|----|
| YES | (0) | 12 | 25 | 47 | 18 | 13 | 4 | 119 | 90 |
| NO | (1) | 0 | 2 | 3 | 4 | 3 | 1 | 13 | 10 |
| Mean | | 0.0 | .1 | .1 | .5 | .2 | .2 | .10 | |
| STD Deviation | | 0.0 | .3 | .2 | 1.5 | .4 | .4 | .30 | |
| STD Error | | 0.0 | .1 | .0 | .3 | .1 | .2 | .03 | |

Q14: Joint Spouses Should be Assigned to Same Ship

Single Income (N=298)

| | | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
|-------------------|-----|-----|-----|-----|-----|-----|-----|-------|----|
| | | | | | | | | (N) | % |
| Strongly Agree | (9) | 1 | 2 | 6 | 3 | 3 | 2 | 17 | 6 |
| Somewhat Agree | (7) | 1 | 3 | 11 | 1 | 2 | 1 | 29 | 10 |
| Neutral | (5) | 4 | 12 | 17 | 9 | 11 | 10 | 63 | 21 |
| Somewhat Disagree | (3) | 3 | 11 | 17 | 12 | 7 | 8 | 58 | 19 |
| Strongly Disagree | (1) | 6 | 13 | 42 | 27 | 26 | 17 | 131 | 44 |
| Mean | | 3.4 | 3.5 | 3.3 | 3.4 | 2.9 | 3.1 | 3.28 | |
| STD Deviation | | 2.5 | 2.3 | 2.6 | 2.6 | 2.4 | 2.3 | 2.48 | |
| STD Error | | .7 | .4 | .3 | .3 | .4 | .4 | .14 | |

Dual Income (N=115)

| | | | | | | | | | |
|-------------------|-----|-----|-----|-----|-----|-----|-----|------|----|
| Strongly Agree | (9) | 1 | 2 | 2 | 2 | 0 | 0 | 7 | 6 |
| Somewhat Agree | (7) | 1 | 1 | 4 | 2 | 2 | 0 | 10 | 9 |
| Neutral | (5) | 3 | 3 | 9 | 6 | 8 | 2 | 31 | 27 |
| Somewhat Disagree | (3) | 3 | 4 | 5 | 5 | 6 | 0 | 23 | 20 |
| Strongly Disagree | (1) | 0 | 6 | 10 | 12 | 11 | 5 | 44 | 38 |
| Mean | | 5.0 | 3.6 | 3.9 | 3.3 | 3.1 | 2.1 | 3.49 | |
| STD Deviation | | 2.1 | 2.8 | 2.6 | 2.6 | 2.0 | 1.9 | 2.45 | |
| STD Error | | .8 | .7 | .5 | .5 | .4 | .7 | .23 | |

Q14 Continued

| | | <u>Dual Career</u> (N=132) | | | | | | | |
|-------------------|-----|----------------------------|-----|-----|-----|-----|-----|--------------|----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) | % |
| Strongly Agree | (9) | 0 | 4 | 2 | 1 | 0 | 0 | 7 | 5 |
| Somewhat Agree | (7) | 2 | 4 | 6 | 6 | 2 | 1 | 21 | 16 |
| Neutral | (5) | 3 | 5 | 9 | 2 | 3 | 1 | 23 | 17 |
| Somewhat Disagree | (3) | 3 | 4 | 11 | 4 | 3 | 0 | 25 | 19 |
| Strongly Disagree | (1) | 4 | 10 | 22 | 9 | 8 | 3 | 56 | 42 |
| Mean | | 3.5 | 4.1 | 3.2 | 3.7 | 2.9 | 3.0 | 3.44 | |
| STD Deviation | | 2.3 | 3.0 | 2.4 | 2.8 | 2.2 | 2.8 | 2.54 | |
| STD Error | | .7 | .6 | .3 | .6 | .6 | 1.3 | .23 | |

Q15: Joint Spouses Should be Assigned to Same Unit or Office

| | | <u>Single Income</u> (N=298) | | | | | | | |
|-------------------|-----|------------------------------|-----|-----|-----|-----|-----|--------------|----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) | % |
| Strongly Agree | (9) | 1 | 3 | 14 | 6 | 5 | 3 | 72 | 11 |
| Somewhat Agree | (7) | 7 | 8 | 20 | 15 | 8 | 7 | 65 | 22 |
| Neutral | (5) | 2 | 10 | 17 | 13 | 8 | 9 | 59 | 20 |
| Somewhat Disagree | (3) | 3 | 11 | 19 | 12 | 14 | 11 | 70 | 23 |
| Strongly Disagree | (1) | 2 | 9 | 23 | 16 | 14 | 8 | 72 | 24 |
| Mean | | 5.3 | 4.3 | 4.6 | 4.4 | 4.0 | 4.3 | 4.43 | |
| STD Deviation | | 2.5 | 2.5 | 2.8 | 2.7 | 2.7 | 2.5 | 2.66 | |
| STD Error | | .6 | .4 | .3 | .3 | .4 | .4 | .54 | |

| | | <u>Dual Income</u> (N=115) | | | | | | | |
|-------------------|-----|----------------------------|-----|-----|-----|-----|-----|--------------|----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) | % |
| Strongly Agree | (9) | 2 | 2 | 2 | 2 | 2 | 0 | 10 | 9 |
| Somewhat Agree | (7) | 1 | 4 | 6 | 3 | 7 | 1 | 22 | 19 |
| Neutral | (5) | 4 | 3 | 8 | 8 | 10 | 0 | 33 | 29 |
| Somewhat Disagree | (3) | 1 | 6 | 6 | 3 | 1 | 3 | 20 | 17 |
| Strongly Disagree | (1) | 0 | 1 | 8 | 11 | 7 | 3 | 30 | 26 |
| Mean | | 6.0 | 5.0 | 4.2 | 3.7 | 4.7 | 2.7 | 4.30 | |
| STD Deviation | | 2.1 | 2.4 | 2.6 | 2.7 | 2.6 | 2.1 | 2.60 | |
| STD Error | | .8 | .6 | .5 | .5 | .5 | .8 | .24 | |

| | | <u>Dual Career</u> (n=298) | | | | | | | |
|-------------------|-----|----------------------------|-----|-----|-----|-----|-----|--------------|----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) | % |
| Strongly Agree | (9) | 1 | 6 | 8 | 2 | 2 | 0 | 19 | 14 |
| Somewhat Agree | (7) | 3 | 7 | 9 | 5 | 0 | 0 | 24 | 18 |
| Neutral | (5) | 2 | 2 | 14 | 9 | 5 | 2 | 34 | 26 |
| Somewhat Disagree | (3) | 2 | 6 | 8 | 9 | 5 | 3 | 22 | 17 |
| Strongly Disagree | (1) | 4 | 6 | 11 | 6 | 5 | 1 | 33 | 25 |
| Mean | | 4.2 | 5.1 | 4.8 | 4.7 | 3.7 | 3.4 | 4.63 | |
| STD Deviation | | 2.9 | 3.1 | 2.7 | 2.6 | 2.6 | 1.7 | 2.75 | |
| STD Error | | .8 | .6 | .4 | .6 | .6 | .7 | .24 | |

Q16: Spouse Currently Employed Outside Home

| | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) % |
|-----|----|----|----|----|----|----|---|
| YES | 20 | 43 | 80 | 49 | 43 | 12 | 247 45.3 |
| NO | 15 | 41 | 93 | 62 | 49 | 38 | <u>298</u> <u>54.7</u> <u>545</u> <u>100</u> |

Part II

Q17-36 to be answered by dual career families.

Q29-36 to be answered by dual income families.

Q17: Number of Dual Income and Dual Career Families

| | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) % |
|-------------|----|----|----|----|----|----|--|
| Dual Income | 8 | 16 | 30 | 27 | 27 | 7 | 115 21.1 |
| Dual Career | 12 | 27 | 50 | 22 | 16 | 5 | <u>132</u> <u>24.2</u> <u>247</u> <u>45.3</u> |

Q18: If Spouse is Active Duty Military, What are His/Her Career Intentions?

| | 01 | 02 | 03 | 04 | 05 | 06 | Total |
|---------------------------------|----|----|----|----|----|----|----------------------|
| 20 or more year career | 0 | 1 | 4 | 0 | 0 | 0 | 5 |
| Less than a 20 year career | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Less than a 10 year career | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Until end of current obligation | 0 | 0 | 1 | 1 | 0 | 0 | 2 |
| Until having children | 0 | 0 | 0 | 0 | 0 | 0 | <u>0</u> <u>8</u> |

Percent of total sample population - 1.47%

Q19: If Spouse is a Civilian, What are His/Her Career Intentions?

| | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) |
|--|----|----|----|----|----|----|--------------|
| Full career until retirement | 8 | 15 | 38 | 17 | 7 | 3 | 88 |
| Less than a full career | 1 | 4 | 7 | 4 | 7 | 1 | 24 |
| Until end of any contract or commitment | 1 | 0 | 0 | 1 | 1 | 1 | 4 |
| Until having children | 1 | 7 | 0 | 0 | 0 | 0 | 8 |
| | | | | | | | <u>124</u> |

Q20: Number Years Dual Career Lifestyle Maintained

| <u>Years</u> | <u>(N) of Responses</u> | <u>Years</u> | <u>(N) of Responses</u> |
|--------------|-------------------------|--------------|-------------------------|
| 1 | 18 | 9 | 6 |
| 2 | 14 | 10 | 10 |
| 3 | 20 | 11 | 3 |
| 4 | 6 | 12 | 3 |
| 5 | 10 | 13 | 5 |
| 6 | 8 | 14 | 3 |
| 7 | 15 | 15 | 2 |
| 8 | 8 | 16 | 1 |

Q21: How Would You Describe You and Your Spouse

| | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) % |
|---|----|----|----|----|----|----|----------------|
| a. Both highly committed to respective career | 3 | 6 | 10 | 4 | 1 | 1 | 25 19 |
| b. The male is highly commit- ted to his career and the female commits more of her effort toward the family or, is willing to place her career second to her husband's career | 4 | 6 | 18 | 10 | 9 | 3 | 50 38 |
| c. Both emphasize family | 1 | 3 | 3 | 1 | 1 | 0 | 9 7 |
| d. Both emphasize family and career | 4 | 12 | 19 | 7 | 5 | 1 | 48 36 |
| | | | | | | | <u>132 18</u> |

Q22: Which Member is Most Likely to Place the Needs of Their Career Second to Their Spouse's Career?

| | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
|--------|----|----|----|----|----|----|-------|-----|
| | | | | | | | (N) | % |
| Male | 0 | 2 | 3 | 1 | 3 | 1 | 10 | 8 |
| Female | 10 | 23 | 45 | 21 | 13 | 4 | 116 | 88 |
| Both | 2 | 2 | 2 | 0 | 0 | 0 | 6 | 4 |
| | | | | | | | 132 | 100 |

Q23: Which Member is Most Likely to Place the Needs of Their Career Second to the Needs of the Family?

| | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
|--------|----|----|----|----|----|----|-------|-----|
| | | | | | | | (N) | % |
| Male | 2 | 4 | 5 | 4 | 2 | 1 | 18 | 14 |
| Female | 8 | 22 | 32 | 14 | 12 | 4 | 92 | 70 |
| Both | 2 | 1 | 13 | 4 | 2 | 0 | 22 | 16 |
| | | | | | | | 132 | 100 |

Q24: What Would Happen to Spouse's Career If You Were Transferred to a New Duty Station Which Required You to Relocate?

| | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
|---|----|----|----|----|----|----|-------|-----|
| | | | | | | | (N) | % |
| Spouse would reestablish career at new location | 7 | 13 | 31 | 14 | 9 | 1 | 75 | 60 |
| Lose of Tenure/Seniority | 0 | 4 | 5 | 5 | 2 | 1 | 17 | 14 |
| No Impact | 1 | 6 | 6 | 2 | 1 | 1 | 17 | 14 |
| Maintain Two Residences | 0 | 2 | 5 | 0 | 0 | 1 | 8 | 6 |
| End Career | 1 | 1 | 0 | 1 | 1 | 0 | 4 | 3 |
| Member Would Get Out of CG (N) | 0 | 0 | 0 | 0 | 1 | 2 | 3 | 3 |
| | | | | | | | 124 | 100 |

Q25: Degree to Which Spouse's Career is Compatible with Military Career

| | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
|---------------------------|----|----|----|----|----|----|-------|-----|
| | | | | | | | (N) | % |
| Very Compatible (9) | 2 | 7 | 6 | 8 | 3 | 2 | 28 | 22 |
| Somewhat Compatible (7) | 8 | 11 | 20 | 10 | 6 | 3 | 58 | 44 |
| Neutral (5) | 1 | 3 | 9 | 1 | 1 | 0 | 15 | 11 |
| Somewhat Incompatible (3) | 1 | 5 | 10 | 2 | 2 | 0 | 20 | 15 |
| Very Incompatibel (1) | 0 | 1 | 5 | 1 | 4 | 0 | 11 | 8 |
| | | | | | | | 132 | 100 |

Q26: Have You Ever Mentioned Your Spouse's Career to Your Detailer in Either Discussion or on Your Officer Assignment Data Card?

| | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) | % |
|-----|----|----|----|----|----|----|--------------|------------|
| Yes | 9 | 14 | 28 | 13 | 6 | 1 | 7 | 54 |
| No | 3 | 13 | 22 | 9 | 10 | 4 | 61 | 46 |
| | | | | | | | <u>132</u> | <u>100</u> |

Q27: Most Pressing Problem in Pursuing a Two Career Lifestyle

| | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) | % |
|---------------------------------------|----|----|----|----|----|----|--------------|---|
| Relocation | 3 | 10 | 21 | 13 | 5 | 1 | 53 | |
| Time Together | 4 | 3 | 14 | 2 | 3 | 1 | 27 | |
| Child Care | 2 | 2 | 3 | 2 | 1 | 1 | 11 | |
| Loss of Seniority for Spouse's Job | 0 | 6 | 2 | 2 | 4 | 0 | 14 | |
| Placing Spouse's Career Second | 1 | 2 | 2 | 1 | 1 | 0 | 7 | |
| Overload | 0 | 1 | 1 | 0 | 1 | 1 | 3 | |
| Separations | 0 | 1 | 1 | 0 | 0 | 0 | 2 | |
| Commuting | 0 | 1 | 0 | 0 | 0 | 0 | 1 | |
| (N) | | | | | | | <u>118</u> | |

Q28: Advice to Others Attempting to Maintain a Dual Career Lifestyle

| | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) | % |
|---|----|----|----|----|----|----|--------------|------------|
| Flexibility/Scarifice | 5 | 6 | 10 | 4 | 5 | 3 | 33 | 34 |
| Communicate | 2 | 7 | 10 | 4 | 0 | 0 | 23 | 24 |
| Get out of C.G. | 0 | 0 | 2 | 6 | 2 | 1 | 11 | 12 |
| Marry a Spouse with Ca- reer Relocation | | | | | | | | |
| Opportunities | 1 | 4 | 2 | 2 | 2 | 0 | 11 | 12 |
| Good Luck | 0 | 1 | 2 | 6 | 1 | 0 | 10 | 11 |
| Allow Freedom for Spouse to Pursue Career (take interest in career) | 2 | 3 | 2 | 0 | 1 | 0 | 8 | 7 |
| (N) | | | | | | | <u>96</u> | <u>100</u> |

Q29: Primary Reason Spouse Works Outside the Home

| | | <u>Dual Income</u> | | | | | | | |
|-------------------------|-----|--------------------|----|----|----|----|----|-------|-----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
| | | | | | | | | (N) | % |
| Required Income | (1) | 3 | 4 | 10 | 5 | 3 | 1 | 26 | 23 |
| Nice to have additional | | | | | | | | | |
| Income | (2) | 3 | 9 | 8 | 14 | 10 | 3 | 47 | 41 |
| Independence | (3) | 1 | 0 | 1 | 2 | 3 | 1 | 8 | 7 |
| Self-esteem | (4) | 1 | 1 | 6 | 1 | 7 | 1 | 17 | 14 |
| Enjoy Work | (5) | 0 | 2 | 5 | 5 | 4 | 1 | 17 | 15 |
| | | | | | | | | 115 | 100 |
| | | <u>Dual Career</u> | | | | | | | |
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
| | | | | | | | | (N) | % |
| Required Income | (1) | 3 | 5 | 10 | 3 | 2 | 0 | 23 | 17 |
| Nice to have additional | | | | | | | | | |
| Income | (2) | 1 | 3 | 9 | 2 | 1 | 0 | 16 | 12 |
| Independence | (3) | 1 | 0 | 2 | 0 | 1 | 0 | 4 | 3 |
| Self-esteem | (4) | 3 | 15 | 22 | 11 | 9 | 4 | 64 | 49 |
| Enjoy Work | (5) | 4 | 4 | 7 | 6 | 3 | 1 | 25 | 19 |
| | | | | | | | | 132 | 100 |

Q30: Level of Education Spouse's Job Requires

| | | <u>Dual Income</u> | | | | | | | |
|-----------------------|-----|--------------------|----|----|----|----|----|-------|-----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
| | | | | | | | | (N) | % |
| Postgraduate Degree | (5) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| College Degree | (4) | 2 | 5 | 4 | 4 | 4 | 1 | 20 | 17 |
| Technical School | (3) | 2 | 4 | 12 | 8 | 8 | 2 | 36 | 31 |
| High School | (2) | 2 | 5 | 13 | 14 | 13 | 3 | 50 | 14 |
| Less than High School | (1) | 2 | 2 | 1 | 1 | 2 | 1 | 9 | 8 |
| | | | | | | | | 115 | 100 |
| | | <u>Dual Career</u> | | | | | | | |
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total | |
| | | | | | | | | (N) | % |
| Postgraduate Degree | (5) | 1 | 2 | 12 | 2 | 4 | 1 | 22 | 17 |
| College Degree | (4) | 5 | 17 | 27 | 13 | 5 | 3 | 70 | 53 |
| Technical School | (3) | 5 | 6 | 9 | 7 | 4 | 0 | 31 | 23 |
| High School | (2) | 1 | 2 | 2 | 0 | 3 | 1 | 9 | 7 |
| Less than High School | (1) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | 132 | 100 |

Q31: Number of Hours Per Week Respondent Spends on Job

| | | <u>Dual Income</u> | | | | | <u>Total</u> | |
|---------------|-----|--------------------|----|----|----|----|--------------|----------------|
| | | 01 | 02 | 03 | 04 | 05 | 06 | (N) % |
| Less than 20 | (1) | 0 | 0 | 0 | 0 | 0 | 0 | 0 0 |
| 20-40 | (2) | 1 | 0 | 0 | 1 | 0 | 1 | 3 3 |
| 40-50 | (3) | 3 | 11 | 18 | 15 | 16 | 3 | 66 57 |
| Over 50 | (4) | 4 | 5 | 12 | 11 | 11 | 3 | 46 40 |
| | | | | | | | | <u>115 100</u> |
| Mean | | 3.38 | | | | | | |
| STD Deviation | | .54 | | | | | | |
| STD Error | | .05 | | | | | | |
| | | <u>Dual Career</u> | | | | | <u>Total</u> | |
| | | 01 | 02 | 03 | 04 | 05 | 06 | (N) % |
| Less than 20 | (1) | 0 | 0 | 0 | 0 | 0 | 0 | 0 0 |
| 20-40 | (2) | 0 | 3 | 3 | 0 | 0 | 0 | 6 4 |
| 40-50 | (3) | 6 | 11 | 19 | 13 | 10 | 4 | 63 48 |
| Over 50 | (4) | 6 | 13 | 28 | 9 | 6 | 1 | 63 48 |
| | | | | | | | | <u>132 100</u> |
| Mean | | 3.42 | | | | | | |
| STD Deviation | | .58 | | | | | | |
| STD Error | | .05 | | | | | | |

Q32: Number of Hours Per Week Spouse Spends on Job

| | | <u>Dual Income</u> | | | | | <u>Total</u> | |
|---------------|-----|--------------------|----|----|----|----|--------------|----------------|
| | | 01 | 02 | 03 | 04 | 05 | 06 | (N) % |
| Less than 20 | (1) | 0 | 4 | 6 | 5 | 9 | 1 | 25 22 |
| 20-40 | (2) | 4 | 9 | 19 | 17 | 12 | 5 | 66 57 |
| 40-50 | (3) | 3 | 2 | 4 | 4 | 6 | 1 | 20 17 |
| Over 50 | (4) | 1 | 1 | 1 | 1 | 0 | 0 | 4 3 |
| | | | | | | | | <u>115 100</u> |
| Mean | | 2.02 | | | | | | |
| STD Deviation | | .72 | | | | | | |
| STD Error | | .07 | | | | | | |
| | | <u>Dual Career</u> | | | | | <u>Total</u> | |
| | | 01 | 02 | 03 | 04 | 05 | 06 | (N) % |
| Less than 20 | (1) | 0 | 2 | 0 | 4 | 2 | 1 | 9 8 |
| 20-40 | (2) | 3 | 9 | 17 | 8 | 6 | 3 | 46 34 |
| 40-50 | (3) | 7 | 15 | 29 | 10 | 8 | 1 | 70 53 |
| Over 50 | (4) | 2 | 1 | 4 | 0 | 0 | 0 | 7 5 |
| | | | | | | | | <u>132 100</u> |
| Mean | | 2.56 | | | | | | |
| STD Deviation | | .74 | | | | | | |
| STD Error | | .06 | | | | | | |

Q33: How do You and Your Spouse Divide Housework, Child Care, Errands, House and Car Maintenance and Other Routine Chores?

| | <u>Dual Income</u> | | 03 | 04 | 05 | 06 | Total (N) % | |
|---|--------------------|----|----|----|----|----|----------------|-----|
| | 01 | 02 | | | | | | |
| Share 50/50 | 4 | 13 | 17 | 14 | 11 | 2 | 61 | 62 |
| Tradition (wife-inside, husband-outside) | 0 | 4 | 8 | 10 | 3 | 4 | 29 | 29 |
| 1/3 Husband, 2/3 Wife | 0 | 1 | 4 | 1 | 10 | 0 | 7 | 7 |
| 2/3 Husband, 1/3 Wife | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 2 |
| (N) | | | | | | | 99 | 100 |
| | <u>Dual Career</u> | | 03 | 04 | 05 | 06 | Total (N) % | |
| | 01 | 02 | | | | | | |
| Share 50/50 | 10 | 16 | 32 | 10 | 6 | 0 | 74 | 61 |
| Traditional | 1 | 6 | 10 | 4 | 4 | 3 | 28 | 23 |
| 1/3 Husband, 2/3 Wife | 1 | 6 | 4 | 2 | 2 | 1 | 14 | 11 |
| 2/3 Husband, 1/3 Wife | 0 | 0 | 2 | 0 | 1 | 0 | 3 | 2.5 |
| Housekeeper | 0 | 0 | 1 | 1 | 1 | 0 | 3 | 2.5 |
| (N) | | | | | | | 122 | 100 |

Q34: Are You and Your Spouse Experiencing Serious Conflict as a Result of Your Combined Careers/Job?

| | <u>Dual Income</u> | | 03 | 04 | 05 | 06 | Total (N) % | |
|-----|--------------------|----|----|----|----|----|----------------|-----|
| | 01 | 02 | | | | | | |
| Yes | 2 | 1 | 4 | 2 | 2 | 0 | 11 | 10 |
| No | 6 | 15 | 26 | 25 | 25 | 7 | 104 | 90 |
| | | | | | | | 115 | 100 |
| | <u>Dual Career</u> | | 03 | 04 | 05 | 06 | Total (N) % | |
| | 01 | 02 | | | | | | |
| Yes | 2 | 9 | 21 | 9 | 6 | 0 | 47 | 46 |
| No | 10 | 18 | 29 | 13 | 10 | 5 | 85 | 64 |
| | | | | | | | 132 | 100 |

Q35: Reason for Conflict (for those who answered yes to the above question)

| | <u>Dual Income</u> | | 03 | 04 | 05 | 06 | Total (N) % | |
|---------------------|--------------------|----|----|----|----|----|----------------|-----|
| | 01 | 02 | | | | | | |
| Relocating/Transfer | 2 | 1 | 1 | 2 | 1 | 0 | 7 | 64 |
| Child Care | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 9 |
| Overload | 0 | 0 | 2 | 0 | 1 | 0 | 3 | 27 |
| Separation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | 11 | 100 |
| | <u>Dual Career</u> | | 03 | 04 | 05 | 06 | Total (N) % | |
| | 01 | 02 | | | | | | |
| Relocating/Transfer | 2 | 7 | 15 | 9 | 4 | 0 | 36 | 77 |
| Child Care | 0 | 1 | 2 | 0 | 0 | 0 | 3 | 6 |
| Overload | 0 | 1 | 3 | 0 | 2 | 0 | 7 | 15 |
| Separation | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 2 |
| | | | | | | | 47 | 100 |

Q36: Respondent's Attitude Towards Spouse Having a Career/Job

| | | <u>Dual Income</u> | | | | | | | |
|------------------------------|-----|--------------------|----|----|----|----|----|----------------|-----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) % | |
| Very Positive | (9) | 4 | 4 | 8 | 9 | 5 | 4 | 33 | 28 |
| All Right | (7) | 4 | 12 | 21 | 17 | 20 | 2 | 76 | 67 |
| No Opinion | (5) | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Prefer Spouse Not to Work | (3) | 0 | 0 | 1 | 0 | 2 | 0 | 3 | 3 |
| Very Negative | (1) | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1 |
| | | | | | | | | 115 | 100 |
| Mean | | 7.31 | | | | | | | |
| STD Deviation | | 1.51 | | | | | | | |
| STD Error | | .14 | | | | | | | |

| | | <u>Dual Career</u> | | | | | | | |
|------------------------------|-----|--------------------|----|----|----|----|----|----------------|-----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | Total (N) % | |
| Very Positive | (9) | 0 | 13 | 37 | 13 | 13 | 1 | 86 | 65 |
| All Right | (7) | 3 | 11 | 13 | 8 | 3 | 4 | 42 | 32 |
| No Opinion | (5) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Prefer Spouse Not to Work | (3) | 0 | 3 | 0 | 1 | 0 | 0 | 4 | 3 |
| Very Negative | (1) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | 132 | 100 |
| Mean | | 8.27 | | | | | | | |
| STD Deviation | | 1.14 | | | | | | | |
| STD Error | | .10 | | | | | | | |

Part III

To be completed by those families with or planning to have children (broken down by lifestyle).

Q37: Which Best Fits Your Family Pattern

| | <u>Single Income</u> | | <u>Dual Income</u> | | <u>Dual Career</u> | |
|---|----------------------|----|--------------------|----|--------------------|----|
| | (N) | % | (N) | % | (N) | % |
| a. The female did/will discontinue her career when/if children are born, with no intentions of returning to her career. | 60 | 13 | 13 | 13 | 4 | 4 |
| b. The female did/will interrupt her career be- yond what can be allowed for by leave of absence or vacation until children are of an appropriate age and then resume her career | 123 | 53 | 58 | 59 | 62 | 59 |

Q37: Continued

| | <u>Single Income</u> | | <u>Dual Income</u> | | <u>Dual Career</u> | |
|--|----------------------|----|--------------------|----|--------------------|----|
| | (N) | % | (N) | % | (N) | % |
| c. The female did/will interrupt her career minimally or not at all when/if she has children | 4 | 2 | 10 | 10 | 32 | 30 |
| d. N/A | 46 | 20 | 18 | 18 | 7 | 7 |
| | N=233 | | N=99 | | N=105 | |

Q38: If Female Would Interrupt Her Career Until the Children are of an Appropriate Age, What Do You Consider the Appropriate Age to be?

| | <u>Single Income</u> | <u>Dual Income</u> | <u>Dual Career</u> |
|---------------|----------------------|--------------------|--------------------|
| Mean | 9.43 | 7.39 | 5.72 |
| STD Deviation | 4.65 | 4.57 | 3.88 |
| STD Error | .35 | .49 | .43 |

Q39: If You Have Children, What Type of Child Care Facilities Do You Use Most Frequently?

| | <u>Single Income</u> | | <u>Dual Income</u> | | <u>Dual Career</u> | |
|----------------------------|----------------------|----|--------------------|----|--------------------|----|
| | (N) | % | (N) | % | (N) | % |
| Military Child Care Center | 12 | 7 | 6 | 11 | 1 | 2 |
| Civilian Child Care Center | 14 | 8 | 12 | 21 | 19 | 32 |
| Babysitter | 126 | 76 | 37 | 65 | 37 | 63 |
| Close Relative | 14 | 8 | 2 | 3 | 2 | 4 |
| | N=166 | | N=57 | | N=59 | |

Q40: Respondent's Satisfaction with Child Care Facilities

| | <u>Single Income</u> | | <u>Dual Income</u> | | <u>Dual Career</u> | |
|---------------|----------------------|----|--------------------|----|--------------------|----|
| | (N) | % | (N) | % | (N) | % |
| Satisfied | 144 | 91 | 46 | 89 | 42 | 78 |
| Not Satisfied | 15 | 9 | 6 | 11 | 12 | 22 |
| | N=159 | | N=52 | | N=54 | |

Q 41: If You Are Dissatisfied With the Child Care Services Available to You Now, Which of the Following Types of Service Would Best Meet Your Needs.

| | Single Income | | Dual Income | | Dual Career | |
|--|---------------|----|-------------|----|-------------|----|
| | (N) | % | (N) | % | (N) | % |
| 24-Hour Professional | 9 | 60 | 1 | 17 | 5 | 45 |
| Day-care only(military or civilian) | 5 | 33 | 5 | 83 | 5 | 45 |
| Babysitter | 1 | 7 | 0 | 0 | 2 | 10 |
| | N=15 | | N=5 | | N=12 | |
| | 101 | | | | | |

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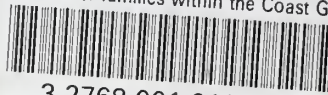
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